UNITED
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A

General Assembly

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4 December 1990
ENGLISH
ORIGINAL: ENGLISH/FRENCH/
RUSSIAN

Forty-fifth session
FIFTH COMMITTEE
Agenda item 17 (a)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS

Appointment of members of the Advisory Committee on Administrative and Budgetary Questions

Note by the Secretary-General

1. As indicated in document A/45/101 of 22 February 1990, it will be necessary for the General Assembly, during its current session, to appoint five persons to fill vacancies in the membership of the Advisory Committee on Administrative and Budgetary Questions (ACABQ) resulting from the expiration, on 31 December 1990, of the terms of office of Mr. Bagbeni Adeito Nzengeya, Mr. Even Fontaine-Ortiz, Mr. John Fox, Mr. Tjaco T. van den Hout and Mr. Viktor A. Vislykh.

2. The following persons have been nominated by their respective Governments for appointment or reappointment:

Mr. Leonid E. Bidny (Union of Soviet Socialist Republics);

Mr. Even Fontaine-Ortiz (Cuba);

Mr. John Fox (United States of America);

Mr. Richard Kinchen (United Kingdom of Great Britain and Northern Ireland);

Mr. M'hand Ladjouzi (Algeria).

3. The candidates' curricula vitae follow.

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Leonid Yephimovich BIDNY

Date of birth:	1942
Education:	
1969	Moscow University
1977	Diplomatic Academy of the Soviet Ministry of Foreign Affairs. Ph.D. in Law
Experience:	
1970-1975	United Nations Secretariat
1975-1977	Diplomatic Academy of the Soviet Ministry of Foreign Affairs
1977-1978	United Nations Secretariat
1978-1983	Second Secretary, then First Secretary at the Permanent Mission of the USSR to the United Nations
1983-1985	First Secretary at the Soviet Ministry of Foreign Affairs
1986-Present	Counsellor at the Department of International Organizations, Soviet Ministry of Foreign Affairs, responsible for formulating and implementing Soviet Union policies on administrative and budgetary issues of the United Nations system

Served as member of the USSR delegation to the Fifth Committee and other administrative and budgetary bodies of the United Nations from the forty-first to forty-fifth sessions of the General Assembly.

Married, has two sons.

Even FONTAINE-ORTIZ

Date of birth: 20 October 1947.

Degree in international relations, Instituto del Servicio Exterior de la República de Cuba.

Degree in economics, Instituto de Economía de la Universidad de la Habana, 1979.

Attended several post-graduate courses on international economic relations.

Started work in the Ministry of Foreign Affairs of the Republic of Cuba in 1975.

Has performed the following functions in the Ministry:

- Specialist in the Press, Publicity and Cultural Relations Department in 1975 and 1976.

- Specialist in the Latin American and Caribbean Department in 1977 and 1978.

  Senior specialist in the Economic Affairs Unit of the International Organizations Department from 1978 to 1983.

- Participated in over 40 international meetings on economic matters as representative or member of Cuban delegations, including:

  - United Nations Conference on an International Code of Conduct on the Transfer of Technology (Geneva, 1978-1982);

  - United Nations Conference on Science and Technology for Development (Vienna, 1979);

  - Second, third and fourth sessions of the Intergovernmental Committee on Science and Technology for Development (New York, 1980-1982);

  - Summer session of the United Nations Economic and Social Council (Geneva, 1979, 1981 and 1982);

  - On several occasions, has acted as Chairman or Rapporteur of working and negotiating groups at international meetings;

  - Representative of Cuba in the Fifth Committee between the thirty-seventh and forty-fifth sessions of the United Nations General Assembly;

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- Rapporteur of the Fifth Committee at the thirty-eighth session of the General Assembly;

- Chairman of the Fifth Committee at the forty-first session of the General Assembly;

- Member of the Advisory Committee on Administrative and Budgetary Questions (1985-1990);

- First Vice-Chairman and Chairman of the Finance and Budgetary Committee of the Governing Council of the United Nations Development Programme during its thirty-fourth session;

- Member of the Committee of Experts of the Pérez Guerrero Trust Fund for Economic Co-operation among Developing Countries;

- First Secretary of the Mission of Cuba to the United Nations, for Economic, Administrative and Budgetary Affairs (1983-1986).

- Counsellor of the Mission of Cuba to the United Nations, for Economic, Administrative and Budgetary Affairs (1986-1989).

- At present, Head of the Social-Humanitarian Affairs Unit of the International Organizations Division, Ministry of Foreign Affairs.

John D. FOX

Experience

Member of the United States Senior Executive Service with 23 years' experience in the formulation and implementation of foreign policy with respect to United States participation in international organizations.

1989-present: Member of the Advisory Committee on Administrative and Budgetary Questions

1986-present: Member of the Committee on Contributions

United States Department of State, Bureau of International Organizations Affairs, Washington, D.C.

1981-present: Managing Director, Office of United Nations System Administration. Responsible for formulating and implementing United States policies on United Nations financial, administrative, budgetary and personnel issues. Supervises preparation and presentation of Federal budget submissions for United States contributions to international organizations. Responsible for United States policies on United Nations system scales of assessment. Has served as expert member on the United States delegations to the Committee for Programme and Co-ordination.

1979-1981: Director, Office of Development and Humanitarian Programs. Directed formulation and execution of United States policy toward the third programming cycle of the United Nations Development Programme. Chairman of standing inter-agency committee responsible for United States policies regarding United Nations economic and social activities.

1978-1979: Deputy Director, Policy Management Staff. Designed and assisted in establishing policy management process for use by Assistant Secretary for International Organizations Affairs.

1974-1978: Director, Office of United Nations System Co-ordination. Active in negotiations to establish permanent mandate for Joint Inspection Unit. United States delegate to the Ad Hoc Committee on the Restructuring of the Economic and Social Sectors of the United Nations System.

United States Office of Management and Budget, Executive Office of the President, Washington

1967-1974: Budget Examiner, International Programs Division. Responsible for the review of governmental agency budget submissions.

Education

Haverford College, Haverford, Pennsylvania, Bachelor of Arts
Cornell University, Ithaca, New York, completed course work for doctorate degree

Richard KINCHEN

Born: 1948

Educated: Cambridge University (graduated 1970)

Joined Diplomatic Service, 1970

Member of Secretariat of British Commission for Rhodesian Opinion (the Pearce Commission), 1972

Second Secretary (Economic), British Embassy, Kuwait, 1972-1973

Second, and later First, Secretary, British Embassy, Luxembourg, 1975-1977

First Secretary (Economic), British Embassy, Paris, 1977-1979

European Community Department, Foreign and Commonwealth Office, London, 1979-1982 (dealing with the common commercial policy of the European Community)

Private Secretary to the Parliamentary Under-Secretary of State (Junior Minister) responsible inter alia for United Nations affairs, 1982-1984

Head of Chancery, First Secretary (Commercial) and Consul, British Embassy, Rabat, 1984-1988

Counsellor (Administrative and Budgetary Questions), United Kingdom Mission to the United Nations since March 1988

International conferences attended:

Various meetings of the Council of Ministers of the European Community and its subsidiary bodies

Development Assistance Committee of the Organisation for Economic Co-operation and Development, 1977

Contracting Parties to the General Agreement on Tariffs and Trade, 1981 and ministerial level meeting, 1982

General Conference on the United Nations Educational, Scientific and Cultural Organization, 1983

South Pacific Forum, 1983

United Kingdom representative on the Committee for Programme and Co-ordination, the Committee on Conferences and the Fifth Committee since March 1988

Married (1972) Cheryl Abayasekera. Three children.

M'hand LADJOUZI

Date of birth: 23 September 1954

Place of birth: Bejaia, Algeria

Family status: Married, one child

Languages: Arabic, English, French and some knowledge of Spanish and German.

Diploma: B.A. in Political Sciences;
Diploma, National School of Administration
Diplomatic section (graduated head of his class)
M.A. in International Relations

Professional experiences:

1980-1981	In charge of the Bureau of the Environment at the Department of International Economic Relations, Ministry of Foreign Affairs
1981-1982	Vice-President of the Conference of Mediterranean countries in charge of the Action Plan to combat pollution in the Mediterranean
	Head of the Bureau of Planning and Synthesis at the Department of International Economic Relations, Ministry of Foreign Affairs
1982-1984	Head of the Bureau of Cultural, Scientific and Technical Affairs
1984-1989	Representative of Algeria on the Fifth Committee
	Representative of Algeria on the Committee on Conferences
1984-1990	Representative of Algeria on the Committee for Programme and Co-ordination (CPC)
1989-1991	Elected as representative of the General Assembly on the United Nations Joint Staff Pension Board
1990	Counsellor at the Algerian Embassy in Addis Ababa, Ethiopia

Participation at international meetings:

1980	Meeting concerning the Action Plan to combat pollution in the Mediterranean held in Athens, Greece, October 1980
1981	Meeting concerning the Action Plan held in Cannes, France, October 1981

1981-1982	Meetings of the Bureau concerning the Action Plan, as First Vice-President of the Conference of Mediterranean Countries
	Tenth session and special session of the Governing Council of the United Nations Environment Programme, Nairobi, Kenya
1983	Meetings of the International Atomic Energy Agency (IAEA), Vienna, Austria
1983	General Conference of UNESCO, Paris, France
1984-1989	Thirty-ninth through the forty-fourth session of the General Assembly
	Meetings of the Committee on Conferences
	Meetings of CPC
1989-1990	Meetings of the United Nations Joint Staff Pension Board
1990	Council of Ministers of the Organization of African Unity (OAU), Addis Ababa, Ethiopia
	Thirtieth session of CPC
	Special session and forty-third session of the United Nations Joint Staff Pension Board
	Assembly of Heads of State and Government of OAU held in July 1990 in Addis Ababa, Ethiopia
	Forty-fifth session of the General Assembly

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Forty-fifth session
FIFTH COMMITTEE
Agenda item 17 (b)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS

Appointment of members of the Committee on Contributions

Note by the Secretary-General

1. As indicated in document A/45/102 of 22 February 1990, it will be necessary for the General Assembly, during its current session, to appoint six persons to fill vacancies in the membership of the Committee on Contributions resulting from the expiration, on 31 December 1990, of the terms of office of Mr. Amjad Ali, Mr. Ernesto Battisti, Mr. Alain Catta, Mr. Yuri A. Chulkov, Mr. Carlos Moreira Garcia and Mr. Wang Liansheng.

2. The following persons have been nominated by their respective Governments for appointment or reappointment:

Syed Amjad Ali (Pakistan);

Mr. Henrik Amneus (Sweden);

Mr. Yuri A. Chulkov (Union of Soviet Socialist Republics);

Mr. Jorge Duhalt (Mexico);

Mr. Ugo Sessi (Italy);

Mr. Wang Liansheng (China);

Mr. Jean-Louis Zoel (France).

3. The candidates' curricula vitae follow.

Syed Amjad ALI

Syed Amjad Ali obtained his B.A. Honours Degree from Government College, Lahore, in 1927. He attended the Round-table Conference in London in 1931-1932 as Honorary Secretary of the Muslim delegation. He also acted as Joint Secretary of the Indian delegation to the Joint Select Committee of the Parliament on Indian reforms in 1933. In 1937, he was elected member of the Punjab Legislative Assembly and appointed Parliamentary Private Secretary to the Chief Minister of the Province. In 1938, he attended the Commonwealth Relations Conference in Sydney. He was appointed Chief Whip of the Government's party in the Punjab Assembly in 1942.

In 1946, he was elected member of the Constituent Assembly of India. In 1950 he was appointed Minister of Economic Affairs in the Embassy of Pakistan in Washington and Alternate Governor of the International Monetary Fund (IMF). The same year, he led the Pakistan delegation to the International Cotton Committee and to the tenth session of the United Nations Economic and Social Council. In 1951, he led the Pakistan delegation to the annual meeting of the World Bank and IMF. In 1952, he was elected President of the Economic and Social Council and Chairman of the Third Committee of the General Assembly. The same year he led Pakistan's delegation to the World Bank and to the annual meeting of IMF at Mexico City. He was named member of the Committee of Nine Experts by the Secretary-General of the United Nations to draw up plans for an international fund. In August 1953, he was appointed Ambassador of Pakistan to the United States. In September 1955 he was appointed Minister of Finance and Economic Affairs in the Government of Pakistan. He continued in that capacity until October 1958. He became Chairman of the Investment Promotion Bureau in September 1961.

In 1963, he was appointed by the Secretary-General of the United Nations a member of the Group of Experts to examine the progress of industrialization in developing countries. In February 1964, he was appointed Permanent Representative of Pakistan to the United Nations and deputy leader of the Pakistan delegation to the United Nations Conference on Trade and Development (UNCTAD) held at Geneva from March to July 1964. He was elected Chairman of the Group of 75 developing countries at UNCTAD, Geneva, and was a member of the Special Committee on Conciliation set up on the recommendation of that Conference.

Chairman, United Nations Cocoa Conference, 1966

Leader of the Pakistan delegation to the fourth session of UNCTAD, September 1976

Member and Chairman of the Committee on Contributions since 1967

Leader, Pakistan delegation to the Ministerial Meeting of the Group of 77 held at Lima in October 1971

Member, International Civil Service Commission since 1975

Henrik AMNEUS

Date of birth	2 May 1935
Present position	Ambassador of Sweden to Iraq
1960	Graduated from the Stockholm School of Economics
1961	Entered the Swedish Foreign Service
1962-1965	Swedish Embassy, Brussels
1965-1967	Swedish Embassy, Baghdad
1967-1971	Ministry for Foreign Affairs, Stockholm. Main field of activity: Sweden's economic and trade relations with the Socialist countries
1971-1975	Swedish Embassy, Bucharest
1975-1978	First Secretary and later Counsellor at the Permanent Mission of Sweden to the United Nations, New York
	Adviser to the Swedish delegation to the thirtieth, thirty-first and thirty-second regular sessions and to the seventh, eighth, ninth and tenth special sessions of the General Assembly
	Member of the Swedish delegation to the Governing Council of the United Nations Development Programme and to the governing bodies of other United Nations agencies in the field of operational activities
1978-1980	Counsellor at the Ministry for Foreign Affairs, Stockholm, and Secretary to a Governmental Commission on Sweden's Diplomatic and Consular Service inquiring into the question of how resources at the disposal of the Swedish Foreign Service can most efficiently be used
1981-1987	Minister at the Permanent Mission of Sweden to the United Nations, New York
	Delegate of Sweden to the Fifth Committee of the General Assembly, to the Committee for Programme and Co-ordination and to other United Nations bodies
1981-1986	Member of the Advisory Committee on Administrative and Budgetary Questions
1983-1984	Vice-Chairman, Fifth Committee at the thirty-eighth session of the General Assembly

1987-1988	Chairman, Fifth Committee at the forty-second session of the General Assembly
1988-	Ambassador of Sweden to Iraq

Yuri Aleksandrovich CHULKOV

General information

Born in 1936
Married, with two children

Education

Graduated from the Moscow Institute of Finance in 1959 and from the All-Union Academy of Foreign Trade in 1969. Holds a Ph.D in economics.

Posts held

1959-1966	Deputy head of department in the USSR Ministry of Finance
1969-1976	Staff member (P-4) in the Department of Economic and Social Affairs of the United Nations Secretariat (New York)
1976-1981	Deputy head of the office dealing with the economic programme in the Organizing Committee for the 1980 Olympics
1981-April 1987	Member of the board, head of the Chief Directorate for Currency and Economic Matters of the State Committee on Foreign Tourism
May 1987-present	Head of the Directorate for Currency and Economic Matters in the USSR Ministry of Foreign Affairs
Since 1988	Member of the Committee on Contributions

Jorge Jose DUHALT

Educational background

	Studies	School
1963-1967	University degree in economics	Universidad Nacional Autónoma de México
1968	Economic and social planning	Universidad Nacional Autónoma de México/Economic Commission for Latin America (Mexico)
1969	Project evaluation and planning	Institute for Development Studies at the University of Sussex (United Kingdom)
1969-1970	Economics and finance	Institut International d'Adminstration Publique (France)
1970-1973	University doctorate in development economics	Université de Paris I (France)

Professional experience

	Position	Organization
1973-1975	Head of the Office for the Transfer of Technology	National Council for Science and Technology
1976-1977	Counsellor for Scientific and Technological Affairs	Embassy of Mexico in Cuba
1977-1979	General Manager for Administration	Productos Pesqueros Mexicanos (public enterprise)
1979-1983	Deputy Director for International Technical Co-operation	Co-ordination of Administrative Studies of the Office of the President of Mexico
1984-1985	Head of Management Control for the Undersecretary of Sanitation Control	Ministry of Health of Mexico
1986-1988	Director of Trade Negotiations and Regional Integration	Ministry of Foreign Affairs of Mexico
1988-1990	Delegate to the Fifth Committee	Permanent Mission of Mexico to the United Nations

Principal international meetings attended as representative of Mexico

1973 Meeting of Government Experts on Industrial Property and Technology for Development, Organization of American States (OAS), Washington

1973 Seminar for technical directors of the Pilot Project on transfer of technology, OAS, Lima

1974 First meeting of the Working Group on Science and Technology, Meeting of Foreign Ministers of the Americas, Brasilia

1974 Second meeting of the Working Group on Science and Technology, Meeting of Foreign Ministers of the Americas, Caracas

1974 Third meeting of the Working Group on Science and Technology, Meeting of Foreign Ministers of the Americas, Santiago

1976 Mexico-Cuba Joint Committee on Scientific and Technological Co-operation, Havana

1980 Second Mexico-USA Bilateral Meeting on Public Administration, Washington

1986 Third Regular Meeting of the Support Committee for the Economic and Social Development of Central America of the Latin American Economic System, Panama City

1986 XXI Annual Meeting at the Ministerial Level of the Inter-American Economic and Social Council, OAS, Washington

1986 XII Regular Meeting of the Latin American Council, Latin American Economic System, Lima

1987 III Meeting of Foreign Ministers of Member States of the Latin American Integration Association, Montevideo

1987 XIII Regular Meeting of the Latin American Council, Latin American Economic System, Caracas

1987 XXII Annual Meeting at the Ministerial Level of the Inter-American Economic and Social Council, OAS, Washington

1988 Thirty-fifth Meeting of the Governing Council of the United Nations Development Programme, Geneva

1988 Forty-third session of the United Nations General Assembly, Second and Fifth Committees

1989 Special Meeting to mark the 25th Anniversary of the Group of 77, Caracas

1989 Forty-fourth session of the United Nations General Assembly, Fifth Committee

Ugo SESSI

Date and place of birth: 7 August 1947, Cave (Rome)

Family status: married, 1 son

Degree in Economics (Rome University, 1969)

Employment experience

1970-1977: Principal Secretary in the Ministry of Tourism (Department of personnel and general administration. Office of Contracts)

1977-1987: Counsellor (1977-1979) and then head of section (1979-1987) in the Ministry of Treasury (Ragioneria Generale dello Stato - IGAE, Division 10: Budgetary, financial and administrative matters related to international organizations, assistance to developing countries)

Present position: Head of division in the same Department, Division 5: Scientific and space policy, telecommunications, industry, commerce and technological innovation.

Professional training: High School of Public Administration (1977/78).

International experience: Has participated, as a member of the Italian delegation, in the general conferences of the following international organizations: United Nations Educational, Scientific and Cultural Organization, 1978-1980; General Assembly (Fifth Committee), 1979; United Nations Conference on Trade and Development (UNCTAD), sixth session, 1983; World Intellectual Property Organization, 1978-1983; Food and Agriculture Organization of the United Nations, 1983, 1985, 1987; United Nations Conference on Science and Technology for Development, Vienna, 1979; Intergovernmental Group of the Least Developed Countries, 1985; Council of Governors of the International Fund for Agricultural Development, 1985-1988; United Nations Environment Programme conferences on the protection of the Mediterranean Sea from pollution, 1979, 1981, 1985; Committee on the Review and Appraisal of the Implementation of the International Development Strategy for the Third United Nations Development Decade, 1984; preparatory phase of the establishment of Common Fund for Commodities, (UNCTAD), 1979-1981; Luxembourg Conference on European Patents, 1985.

Participated in several meetings of the European Economic Community and the Organisation for Economic Co-operation and Development bodies (Development Assistance Committee, high-level groups on commodities and North/South issues).

Participated in the meetings of relevant bodies of the aforementioned organizations.

Delegate to the following budget and finance committees: General Agreements on Tariffs and Trade, 1978-1988; United Nations Development Programme, 1981-1987; UNCTAD, 1983-1986; European Patent Office, 1981-1987; European Centre for Medium-Range Weather Forecasts, 1978-1980; European Southern Observatory, 1986-1988.

At present, member of the Italian delegation to the Council of the European Space Agency.

Foreign languages: English and French fluently spoken, read and written; good knowledge of Spanish.

Address: Office, Ministero del Tesoro - Ragioneria Generale dello Stato - IGAE - Via XX Settembre, 97 - 00187.
Telephone: 4761.4383 - Telefax: 485473.

WANG Liansheng

Mr. Wang Liansheng was born in 1931. He graduated from the Beijing Institute of Finance and Economics in 1952 and the Beijing Foreign Languages Institute in 1957. He served in the Budget Department of the Chinese Ministry of Finance from 1958 to 1971. From 1972 to 1977, he took charge of Fifth Committee affairs as First Secretary of the Permanent Mission of China to the United Nations and Chinese delegate to that Committee. From 1978 to 1979 he was Division Chief dealing with the local budget in the Budget Department, Ministry of Finance of China. He was Deputy Director of the Accounts Department in the same Ministry in 1980 and Executive Director of the World Bank from 1980 to 1983.

From 1984 to 1988, Mr. Wang was First Deputy Director, then Director of the Department of External Finance, Ministry of Finance of China. From 1989 up till now, he has been Director of the Department of World Bank Affairs of the Ministry of Finance of China.

Mr. Wang has been a member of the Committee on Contributions since 1 January 1985.

Jean Louis ZOEL

Date of birth: 16 January 1954

Place of birth: Cognac, France

Diplomas

1976	Diploma in Engineering, Ecole Centrale des arts et manufactures
1977	Diploma, Institute of Political Studies, Paris

Career

1978	Reserve Naval Officer
1979-1981	Pursued studies at the National School of Administration
1981	Secretary in the Ministry of Foreign Affairs
1981-1984	First Secretary at the French Embassy, Hungary
1984-1987	Assistant to the Head of the Department of the Budget and Financial Affairs and Auditor at the Western European Union
1986	Counsellor at the Ministry of Foreign Affairs
1987-1990	Consul General of France in Jedda, Saudi Arabia
1990	Head of the Department of the Budget and Financial Affairs

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UNITED
NATIONS

A

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Forty-fifth session
FIFTH COMMITTEE
Agenda item 17 (c)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS: APPOINTMENT OF A MEMBER OF THE BOARD OF AUDITORS

Note by the Secretary-General

1. As indicated in document A/45/103 of 22 February 1990, it will be necessary for the General Assembly, during its current session, to appoint the Auditor-General (or officer holding the equivalent title) of a Member State to fill the vacancy that will arise on 1 July 1991 in the membership of the United Nations Board of Auditors as a consequence of the expiration, on 30 June 1991, of the term of office of the Auditor-General of Ghana.

2. The following have been nominated by their respective Governments for appointment to the United Nations Board of Auditors for a term of office beginning on 1 July 1991 and ending on 30 June 1994:

The Auditor-General of Ghana

The President of the Government Audit Office for Jordan.

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UNITED
NATIONS

A

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FIFTH COMMITTEE
Agenda item 17 (e)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS

Appointment of members of the United Nations Administrative Tribunal

Note by the Secretary-General

1. As indicated in document A/45/105 of 22 February 1990, it will be necessary for the General Assembly, during its current session, to appoint two persons to fill vacancies in the United Nations Administrative Tribunal resulting from the expiration, on 31 December 1990, of the terms of office of Mr. Francisco Forteza and Mr. Ioan Voicu.

2. The following persons have been nominated by their respective Governments for appointment:

Mr. Luis M. de Posadas Montero (Uruguay);

Mr. Ioan Voicu (Romania).

3. The candidates' curricula vitae follow.

Luis M. DE POSADAS MONTERO

Born in Montevideo on 25 June 1927. He studied in his native city and qualified as an attorney in 1952.

In 1954, he was elected to the Montevideo Departmental Council and, in 1959, to the House of Representatives.

In 1963, he was appointed Secretary to the National Governing Council.

In 1965, he was appointed Ambassador to Spain and, in 1972, Ambassador to the Soviet Union.

In 1976, he was appointed Chairman of the Joint Commission for Administration of the River Plate.

In 1978, he was appointed Ambassador to the Argentine Republic and, in 1980, Director of Foreign Policy in the Ministry of Foreign Affairs.

In 1980, 1981 and 1982, he was a member of the Uruguayan delegation to the General Assembly. He was also a member of the delegation to the Organization of American States in 1980 and 1982.

From 1983 to 1987, he served as Ambassador to the United Kingdom of Great Britain and Northern Ireland.

In 1988 and 1989, he was a professor at the University of Bordeaux.

From 1981 to 1987, he was a member of the Administrative Tribunal of the United Nations, and Vice-Chairman of the Tribunal in 1986 and 1987.

He was a founding member of the International Congress of High Administrative Judiciaries.

Ioan VOICU

Mr. Ioan Voicu was born in Fundata, Romania, on 5 March 1939. He obtained the degree of doctor in international law from the Graduate Institute of International Studies of Geneva University.

Mr. Voicu is a legal expert and Minister-Counsellor at the Permanent Mission of Romania to the United Nations. He has been an associate professor of public international law in the Academy of Economic Sciences in Bucharest. He has been a member of the diplomatic staff of the Romanian Ministry of Foreign Affairs since 1962.

From 1969 to 1973, Mr. Voicu was Deputy Director of the Division of International Organizations in the Ministry of Foreign Affairs and from 1973 to 1975, Deputy Director of the United Nations Information Centre in Bucharest.

From 1976 to 1990 he was a member of Romanian delegations to 15 regular sessions of the General Assembly. In addition, he attended many international, political and legal conferences. From 1977 to 1979 he served as Chairman of the United Nations Commission for Social Development. In 1986 and 1988 he was elected Vice-Chairman of the Sixth (Legal) Committee and Chairman of the United Nations Sub-Committee on Good-Neighbourliness. In 1987 he was elected member of the United Nations Administrative Tribunal. In 1989 he was elected Vice-Chairman of the Special Committee on the Charter of the United Nations and on the Strengthening of the Role of the Organization. He is currently representative of Romania to the Sixth Committee and alternate representative to the Security Council.

Mr. Ioan Voicu is a member of the Romanian Association of International Law and International Relations, the Romanian Association of Lawyers and the International Law Association.

Mr. Voicu has many publications, including De l'interprétation authentique des traités internationaux (Authentic interpretation of international treaties), Paris, Pédone, 1969; Romania in the United Nations system (co-author), Bucharest, 1979; Peaceful settlement of disputes (co-author), Bucharest, 1985; and Basic principles of international law (co-author), Bucharest, 1986. He has contributed to scientific journals with many articles and studies on United Nations legal activities, the codification of international law, the law of treaties, diplomacy and diplomatic law, judicial settlement of international disputes, international arbitration, good offices, mediation and conciliation.

Mr. Voicu is married and has one son.

UNITED
NATIONS

A

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Agenda item 17 (f)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS

Appointment of members of the International Civil Service Commission and designation of the Chairman and Vice-Chairman of the Commission

Note by the Secretary-General

1. In his note of 22 February 1990 (A/45/106), the Secretary-General advised the General Assembly that the terms of office of five members of the International Civil Service Commission (ICSC) would expire on 31 December 1990 and that it would be necessary for the General Assembly at its forty-fifth session to appoint five persons to fill the resulting vacancies for terms of office of four years, beginning 1 January 1991. The Assembly was also informed that it would be necessary to designate a Chairman and Vice-Chairman of the Commission.

2. The members of the Commission whose terms of office expire on 31 December 1990 are:

Mr. Richard M. Akwei (Ghana, Chairman)
Mrs. Turkia Daddah (Mauritania)
Mr. André Xavier Pirson (Belgium)
Mr. Ladislav Smíd (Czechoslovakia)
Mr. Carlos S. Vegega (Argentina, Vice-Chairman).

3. Furthermore, in document A/45/106/Add.1 of 9 November 1990, the Secretary-General informed the General Assembly that he had received notification of the resignation of Mr. Vladislav Petrovich Terekhov (Union of Soviet Socialist Republics) as a member of ICSC and that, accordingly, the Assembly would also be required at its current session to appoint a person to fill the unexpired portion of the term of office of Mr. Terekhov, that is, until 31 December 1992.

4. The Member States have submitted the following candidatures:

(a) For four-year terms of office beginning 1 January 1991:

For the Group of African States (two vacancies)

Mr. Richard M. Akwei (Ghana)
Mr. Mohsen Belhaj Amor (Tunisia)
Mrs. Turkia Daddah (Mauritania)

For the Group of Eastern European States (one vacancy)

Mr. Jaroslav Ríha (Czechoslovakia)

For the Group of Latin American and Caribbean States (one vacancy)

Mr. Carlos S. Vegega (Argentina)

For the Group of Western European and Other States (one vacancy)

Mr. André Xavier Pirson (Belgium)

(b) For a two-year term of office beginning 1 January 1991:

Mr. Anatoly Matveyevich Dryukov (Union of Soviet Socialist Republics).

5. Of the candidatures received, the following were also nominated:

(a) For Chairman:

Mr. Richard M. Akwei
Mr. Mohsen Belhaj Amor

(b) For Vice-Chairman:

Mr. Carlos S. Vegega.

6. The appointment of the members of ICSC is governed by the provisions of articles 4 and 5 of the Commission's statute. Pursuant to these provisions, and in accordance with paragraphs 3 and 4 of General Assembly resolution 43/226 of 21 December 1988, the Secretary-General has undertaken consultations with Member States, through the chairmen of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations (FICSA) and the Co-ordinating Committee for Independent Staff Unions and Associations of the United Nations systems (CCISUA) and with the Advisory Committee on Administrative and Budgetary Questions (ACABQ).

7. With regard to the consultations with Member States, the three persons proposed for the two vacancies to be filled by candidates from the Group of African States were nominated by their respective Governments.

8. On the occasion of the second regular session of the Administrative Committee on Co-ordination (ACC), which took place on 22 and 23 October 1990, the executive heads discussed the term of office of the Chairman and reviewed the list of candidatures received by the Secretary-General. As regards the two candidates for Chairman, ACC did not endorse either.

9. FICSA and CCISUA were requested to provide their views on the matter. FICSA stated that it did not wish to express an opinion. CCISUA called for the nomination of additional candidates so that the choice of Chairman could be more meaningful.

10. In accordance with the provisions of article 4 of the statute of ICSC, the Secretary-General has consulted also with ACABQ.

11. On the basis of these consultations, the Secretary-General, in his capacity as Chairman of ACC, would suggest that the Fifth Committee recommend to the General Assembly the following appointments to ICSC:

(a) For four-year terms of office beginning 1 January 1991:

Mr. André Xavier Pirson (Belgium), member;
Mr. Jaroslav Ríha (Czechoslovakia), member;
Mr. Carlos S. Vegega (Argentina), member and Vice-Chairman;

(b) For four-year terms of office beginning 1 January 1991, two of the following candidates:

Mr. Richard M. Akwei (Ghana), member;
Mr. Mohsen Belhaj Amor (Tunisia), member;
Mrs. Turkia Daddah (Mauritania), member;

(c) For a two-year term of office beginning 1 January 1991:

Mr. Anatoly Matveyevich Dryukov (Union of Soviet Socialist Republics), member.

12. As regards chairmanship of the Commission, it is recalled that article 2 of the Commission's statute provides that:

> "The Commission shall consist of fifteen members appointed by the General Assembly, of whom two, who shall be designated Chairman and Vice-Chairman respectively, shall serve full-time."

Until a decision has been taken regarding membership, it is not feasible to make a recommendation for chairmanship. The Secretary-General therefore recommends that the Fifth Committee decide and report on this matter to the Assembly.

13. Biographical notes for those mentioned above are set out in the annex to the present note.

Annex

CURRICULA VITAE

Richard M. AKWEI

Education

Achimota College (Intermediate B.A.), Ghana, 1945

Christ Church, Oxford University (B.A., Politics, Economics and Philosophy), 1951

London University (Postgraduate Certificate in Education), 1952

Career

Since 1980	Chairman of ICSC
1980	Acting Chairman of ICSC
1979	Vice-Chairman/Acting Chairman of ICSC
1978	Vice-Chairman of ICSC
1976	Senior Principal Secretary, Ministry of Foreign Affairs, Accra
1972-1976	Ambassador of Ghana to the People's Republic of China, Peking
1967-1972	Permanent Representative of Ghana to the United Nations, New York
	1968: Chairman, Second Committee of the General Assembly 1969: Vice-President, General Assembly 1969: Chairman, General Assembly's Preparatory Committee on the Twenty-fifth Anniversary of the United Nations 1970: Chairman, General Assembly Committee on the Twenty-fifth Anniversary of the United Nations
1965-1967	Permanent Representative of Ghana to the United Nations Office at Geneva
	Concurrently Ghanaian Ambassador to Switzerland, Berne
	Vice-Chairman, Contracting Parties of the General Agreement on Tariffs and Trade (GATT), 1966-1967
1964-1965	Ambassador of Ghana to Mexico
1963	Principal Secretary (Official Head), Ministry of Foreign Affairs, Accra

1960-1962	Director, Western European and Eastern European Departments, Ministry of Foreign Affairs, Accra
1957-1960	First Secretary, later Counsellor, Ghana Embassy, Washington
1956-1957	Foreign Service Officer attached to United Kingdom High Commission, Ottawa
1952-1956	Magistrate and Administrative Officer, Gold Coast Civil Service
1952	Lecturer, Extramural Studies Department, University of Ghana, Legon
1945-1948	Official, Supreme Court of the Gold Coast

Special missions

1961	Member, Ghana Goodwill Delegation to countries in Eastern Europe and the People's Republic of China
	Ghanaian delegate to the Preparatory Conference of Non-Aligned Countries, Cairo, and subsequently to the First Conference of Heads of State or Government of Non-Aligned Countries, Belgrade
1962-1963	Member, Ghanaian delegation to the Colombo Conference on the Sino-Indian Border Dispute, and to India and China on the border dispute
1964-1972	Ghanaian representative at various sessions of the United Nations General Assembly, Security Council and Economic and Social Council, the United Nations Conference on Trade and Development (UNCTAD), the International Labour Organisation (ILO), the World Health Organization (WHO), the General Agreement on Tariffs and Trade (GATT), the International Sugar Conference and the Conference on Non-Nuclear Weapon States
1977	Member, Ghanaian Economic Delegation to South-East Asia and the Far East
Awards	Franklin Peace Medal
Listing	The International Year Book and Statemen's Who's Who, since 1972
Hobbies	Tennis, photography, music, reading

MOHSEN BEL HADJ AMOR

Country: Tunisia

Date and place of birth: 25 December 1935, Tunis

Education:

College Sadiki in Tunis
French Baccalaureate and Tunisian Baccalaureate

Institute of Higher Studies in Tunis
Diploma in history and literature

University of Paris - Sorbonne
Bachelor's degree

Columbia University, New York - School of International Affairs
(Economics, international law, international relations, United Nations and specialized agencies, diplomacy). One year course

Dag Hammarskjöld Foundation, Uppsala, Sweden
Seminar on the structures, role and functions of the United Nations

Thesis presented on the evaluation of the achievements of the United Nations in relation to the needs of the Arab and African countries.

Training programmes

State Department, Washington
Ministry of External Affairs, Ottawa
Provincial Administration, Toronto, Canada
Foreign Office, London
Ministry of Foreign Affairs, Paris
Various specialized agencies of the United Nations, Geneva
Federal Ministry of Foreign Affairs, Belgrade
Local Administration, Sarajevo, Yugoslavia

Languages: Arabic, French, English, Italian, some knowledge of Spanish

Current position:

Since 1982, seconded by the Ministry of Foreign Affairs in Tunis to the United Nations Food and Agriculture Organization (FAO) in Rome as Director of Personnel. In the performance of his functions he also participates in various committees as:

Member: Manpower committee (presided over by the Director-General)
Manpower sub-committee
Interdepartmental working group on training
Consultative committee on compensation claims
Task Force on the FAO/Italy co-operation programme
Selection committee for the "B.R. Sen" prize (awarded to field experts)
Organizational committee for the Review of FAO Management
Council (programme and policy) (presided over by the Director-General)

Chairman: General Service staff selection committee
Working group on remuneration and conditions of service of General Service staff
Joint consultative committee on medical insurance

Chairman/
Vice-Chairman
(alternately): FAO pensions committee (as representative of the Director-General)

Since 1982 he has represented FAO at all sessions of the:

Consultative Committee on Administrative Questions (CCAQ) (Inter-agency body of Directors of Personnel of the United Nations system):
Vice-Chairman in 1988
Chairman in 1989

Represented CCAQ to the sessions of the Administrative Committee on Co-ordination (ACC) (Inter-agency body of the executive heads of the United Nations system) presided over by the Secretary-General (1989)

International Civil Service Commission (ICSC)

Since 1982 has represented the Director-General at all sessions of the United Nations Joint Staff Pension Board and of its Standing Committee

First Vice-Chairman of the Board (1989-1990)

First Vice-Chairman of the Standing Committee (1989-1990)

Member of the "Search Group" of the Pension Board to nominate the new Secretary of the Pension Fund (1985-1986)

Principal previous positions:

Prior to 1965

A variety of responsibilities:

School teacher in Paris and in the United Kingdom
Dealing with administration and international co-operation in the Ministry of Education and Ministry of Finance, Tunis
In the private sector, with Societe Végé-France, Paris, as junior executive (administration and budget)

Diplomatic service (since 1965)

1965-1968
Deputy head of the Americas and United Nations Division in the Ministry of Foreign Affairs, Tunis

Embassy of Tunisia in Rome

1969-1972
Commercial and tourism counsellor
Liaison Officer with the United Nations Food and Agriculture Organization (FAO) and the World Food Programme (WFP)

1973-1975
Permanent Deputy Representative of Tunisia to FAO and WFP
Counsellor for economic and commercial questions

1976-1981
Minister Counsellor and Permanent Representative of Tunisia to FAO, WFP, the International Fund for Agricultural Development (IFAD) and the World Food Council (WFC)

1981
Executive Director of Tunisia in the Governing Council of IFAD

Participation in meetings or activities of the United Nations and its specialized agencies

United Nations

Member of the Tunisian delegation to the General Assembly of the United Nations (1966)

FAO

1969-1981, delegate or member of the Tunisian delegation at all sessions of the FAO General Conference and Council, and at a number of meetings of the standing committees and the intergovernmental groups (for example, the special sessions on commodities - intensive UNCTAD/FAO intergovernmental consultations in 1974), ad hoc consultations and ad hoc groups

Regional FAO conferences on Africa and the Middle East

Member of the Working Group on the composition and mandate of the Council, the Programme Committee, the Finance Committee and the Committee on constitutional and legal affairs

Co-ordinator of the African Group in FAO and member of the Liaison Committee of the Group of 77

Chairman of the Middle East Group

Participation in a number of drafting committees

FAO Finance committee

Vice-Chairman and Acting Chairman (1975-1977)
Chairman (1978-1981)

WFP

1969-1981, delegate or observer - all sessions of the Intergovernmental Committee and the Committee on Food Aid Policy

Elected member of the Budget Sub-Committee on several occasions

World Food Conference

1974, Member of the Tunisian delegation
Active participation in the work of contact groups on the establishment of new agencies or committees

World Food Council

1975-1981, Chairman of delegation at all sessions of the Council and at preparatory meetings

IFAD

(1975-1981), Chairman of delegation at the Meeting of Interested Countries on the Establishment of IFAD, at the United Nations Conference on IFAD, and at meetings of the Preparatory Commission for IFAD

Deputy Governor at the first session and Acting Governor at the second session of the Board of Governors

Executive Director for Tunisia at the Governing Council

World Conference on Agrarian Reform and Rural Development

Deputy Chairman of delegation at the World Conference
Acting President of the Conference (1979)

Miscellaneous

Vice-Chairman of the consultative group on economic and technical co-operation among developing countries in the food and agriculture sector

Member of the selection committee for the B. R. Sen award (for field experts) and FAO's A. H. Boerma award (for journalists)

Other professional activities (1964-1981)

In Italy

Member of the delegation on several missions engaged in economic, financial and trade negotiations, and Tunisian representative at:

(a) A number of meetings of finance-and-industry experts dealing with the promotion of foreign investment in Tunisia;

(b) Several general meetings of banks;

(c) Annual meeting of Italian employers;

(d) Congress of the Institute of Maritime Studies on the problems of fishing in the Mediterranean and the marketing of fish products (1971);

(e) International symposium on the unification of private law and private international law on trade-related matters in Africa (1972);

(f) A number of congresses, seminars, symposia and round-table meetings on economic, trade and agricultural issues of particular interest to the countries of the Mediterranean basin, and dealing with relationships between the European Economic Community, Africa and the Arab world.

In Tunisia

Participation in several seminars on foreign trade and on problems related to the development of the economy and tourism

In the United States

Tunisian representative at the third annual international conference of the Blair Academy of Blairstown, New Jersey, on economic and political problems in the Middle East (1967)

Participation in a number of symposia on various topics concerning Africa and the Arab world

In the United Kingdom

Participation in several round-table meetings on political and economic problems in Africa and in the Arab world

Over the past 15 years, a number of negotiating missions in Africa and Asia as special representative of the Director-General of FAO

Leader of recruitment missions to Japan, the United States and Canada

Other information

Long periods of residence and/or a number of trips for purposes of study or for professional reasons - North America, Europe, Africa, the Middle East, Asia and Latin America

Official visit to China at the invitation of the Chinese Government (1980)

Decorations

Officer of the Order of the Tunisian Republic
Officer of the French Order of Merit for Agriculture

Turkia OULD DADDAH

Nationality: Mauritanian

Family status: Married, one daughter

I. Studies

Diploma of post-graduate studies, University of Paris (Sorbonne)

Post-graduate diploma in sociology, Ecole Pratique des Hautes Etudes, Paris

Holder of the French secondary school teacher's certificate (CAPES).

II. Administrative and teaching experience

Secondary-school teacher at Nouakshott, 1961-1963

Secretary-General at the Ministry of Foreign Affairs, 1970-1972

Director, National School of Administration, 1972-1979

Consultant and co-ordinator of public administration workshops, International School of Public Administration, Bordeaux, 1980-1983.

III. Diplomatic career

1. Member of the Mauritanian delegation to the United Nations General Assembly: 1963, 1966-1969, 1970 (head of delegation), 1971 (head of delegation), 1981 and 1982.

Offices held in that capacity:

1968: Vice-Chairman of the Third Committee

1969: Chairman of the Third Committee

1982: Vice-Chairman of the Special Political Committee.

2. Representative of Mauritania on the Commission on the Status of Women (1966-1969).

In that capacity, participated in several international seminars and meetings, including the Helsinki seminar on the political rights of women.

Member of the Mauritanian delegation to the World Conference of International Women's Year.

3. Representative of Mauritania on the Social Commission (1966-1969).

4. Representative of Mauritania on the Population Commission (1972-1974).

In that capacity, headed the Mauritanian delegation to the International Conference of Ministers Responsible for Social Welfare (3-12 September 1968).

Was appointed by Secretary-General U Thant to serve as a member on the Governing Council of the United Nations Fund for Population Activities.

5. Representative of Mauritania on the Commission for Human Rights (1968-1972).

In that capacity, participated in several international seminars and meetings, including the International Conference on Human Rights held at Tehran in April-May 1968.

6. Elected member of the Sub-Commission on Prevention of Discrimination and Protection of Minorities (1975-1978).

IV. Scientific experience:

Special assignment with the International Institute of Administrative Sciences, Brussels, (1979-1980). Was in charge of extending the Institute's activities to cover African and Arab countries and keeping track of administrative issues in the regions concerned.

Co-ordinator in charge of a research project on public administration in Africa (Final report: "Towards an African public administration in harmony with the social and cultural environment: realities and proposals").

In that capacity, took part in several international meetings, including the Administration Sciences Congresses held in Madrid (1980) and Berlin (1984).

Publications:

Studies for UNESCO:

"Education and training in Mauritania viewed from the endogenous development aspect" (1981) (MAN 6 SS 81/WG/67).

"Bringing public administration closer to the population: problems and methods within the social and cultural contexts of Africa" (MANIOF SS 82/WS/73).

Studies for the review L'Africaine Contemporaine on: "Social and cultural values and public administration" (No. 125, January-February 1983).

Article on "An African Administrator's view of international co-operation in administration" published in the Revue française d'administration publique (No. 50, April-June 1989).

Various articles on the status of women (Afrique, Monde Arabe, Monde Musulman).

At present (1990):

1. Wife of the Mauritanian Ambassador in Washington.

2. Member of the International Civil Service Commission, to which she was elected in 1985.

3. Member of the Mauritanian Commission on Territorial Administration Reform since 1983.

4. National expert associated with the preparation and implementation of the institutional development and administrative reform project funded by a loan of the World Bank.

Languages:

French, Arabic, English.

Decoration:

Commander of the French Order of Merit.

Andre Xavier PIRSON

Born on 10 August 1923

Bachelor's degree in Greek and Latin

Master's degree in Commercial and Financial Sciences

Master's degree in Commercial and Consular Sciences

Awarded Prix Castelein 1948

1945	Ministry of Foreign Affairs, Department of Communications
1948-1954	Negotiated most of the air transport bilateral agreements entered into by Belgium, carrying out missions on four continents
1947-1954	Secretary of the Staff Association of the Ministry of Foreign Affairs; member of the Union Consultative Committee
1954	Representative of Belgium on the Council of the International Civil Aviation Organization (ICAO), Montreal, Canada. 1957-1959: Chairman of the Air Transport Committee
1960-1962	Director at the International Organizations Office, Political Department; in charge of economic, social and management affairs, inter-agency co-ordination, personnel, budgeting
1962-1974	Representative of Belgium on the Council of ICAO; member of the Belgian delegation to the annual sessions of the United Nations General Assembly 1967-1968: First Vice-President of the Council of ICAO
1974-1986	Envoy Extraordinary and Minister Plenipotentiary, Permanent Mission of Belgium to the United Nations (economic, social and management affairs)
1974-1985	Representative on the Fifth Committee
1980-1986	Representative on the Second Committee
1975-1981	Member of the Committee for Programme and Co-ordination (CPC)
1978	Chairman of CPC
1979	Chairman of the Fifth Committee
Since 1986	Member of the International Civil Service Commission
1987-1988	Political Office. Study on the winds of change in Eastern Europe

Mother tongue: French

Thorough knowledge of English; good knowledge of several other languages

Decorations: Grand Officer of the Order of Leopold II
Commander of the Order of the Crown
Commander of the Order of Merit
Commander of the Order of the Oak Crown

Jaroslav ŘÍHA

Jaroslav Říha was born on 3 November 1928 at Prague. After grammar school he graduated from the Law Faculty of Charles University (1947-1951). After his active service he worked in the field of justice, at the Ministry of Justice in the sector of international civil law and legal assistance for abroad. In 1960 he went over to the foreign service, where he was active in the Department of International Organizations. He mostly dealt with the agenda of the General Assembly and concerned himself with the budgetary, organizational and financial affairs of the United Nations. He took part in the sessions of the General Assembly, in a number of other discussions and conferences organized by international organizations and in the work of the Security Council in 1969, when Czechoslovakia was a member. For several years he was a delegate to the Committee on the Peaceful Uses of Outer Space and its legal and technical sub-committees and to the Fifth Committee of the General Assembly.

Between 1969 and 1989 he worked as a lawyer for the "Construction of Engineering Structures" company in Prague.

Since January 1990 he has filled the position of Director of the Personnel Department of the Ministry of Foreign Affairs of Czechoslovakia. At the end of September 1990 he was appointed Ambassador Extraordinary and Plenipotentiary and the permanent representative to the United Nations and other international organizations based at Vienna.

His wife, Dagmar, is also a lawyer, now retired; one of his sons is a dentist, the other is a lawyer.

Carlos Silverio VEGEGA

Professional background

United Nations

1985 to present	Vice-Chairman, International Civil Service Commission (ICSC) and Chairman of the Advisory Committee on Post Adjustment Questions
1979-1983	Assistant Secretary-General, United Nations Assistant Administrator, United Nations Development Programme (UNDP)
	Regional Director for Latin America
	Acting Director, Office for Projects Execution
	Special Adviser, United Nations Capital Development Fund
	Acting Assistart Administrator, Bureau for Special Activities (UNDP)
1973-1979	Deputy Assistant Administrator, Regional Bureau for Asia and the Pacific (UNDP)
1971-1973	Deputy Regional Director, Regional Bureau for Latin America (UNDP)
1966-1971	Chief of the Division for Latin America and the Caribbean, Bureau of Operations (UNDP)
1962-1966	Deputy Director, Joint Administrative Division, Technical Assistance Board
1960-1962	Co-ordinator of Civilian Operations, United Nations Operation in the Congo, Office of the Secretary-General
1959-1960	Liaison Officer for the Regional Economic Commissions, Bureau for the Regional Economic Commissions, Secretariat of the Economic and Social Council
1956-1959	Officer in charge of the Subregional Office for Mexico and Central America (Headquarters in Mexico City), Technical Assistance Administration
1953-1956	Recruitment and Selection Officer, Office of Personnel
1952-1953	Area Officer, Technical Assistance Administration

Argentine Government

1950-1951	Chief of the Division for Co-ordination and Research, National Economic Council
1949-1950	Technical Adviser, National Economic Council
1946-1949	Technical Adviser, Department of Economic Affairs, Ministry of Finance
1945-1946	Chief of the Foodstuffs Division, National Export Office, Ministry of Industry and Trade

Private activity

1984	Consultant, Estudio Vegega, Buenos Aires (included, inter alia, participation in a working group on personnel organization, management and administration in UNESCO and missions for UNDP for the Interim Mekong Committee
1951-1952	General Manager, Instituto Lanús S.A. (market research)
1943-1949	External Auditor, Argentine Organization for Administrative and Accounting Research, Buenos Aires

Has taken part in countless national and international committees and meetings.

To mention only activities of direct interest to ICSC, he was a member of the Consultative Committee on Administrative Questions, Chairman of the UNDP Appointment and Promotion Board, a member of the UNDP Joint Advisory Committee and a member of the United Nations Appointment and Promotion Board, and was on the list of panel members of the United Nations Joint Appeals Board. In the Argentine Government, he was a member of the Grupo Racionalizador de las Remuneraciones de los Agentes de la Administración Pública.

In addition, he was assistant lecturer in economics at the Universidad Nacional de Buenos Aires and taught at the Escuela Superior de Economía.

Education

1947	Ph.D. in economics (thesis recommended for the "Premio Facultad"), Universidad Nacional de Buenos Aires
1945	Certified public accountant, Universidad Nacional de Buenos Aires
1947-1948	Internship in public administration and fiscal policy, Office of Management and Budget, Washington, D.C.
1947-1948	Postgraduate studies in fiscal policy, American University, Washington, D.C.

Born in the city of Buenos Aires on 21 April 1921

Anatoly Matveevich DRYUKOV

Date of birth: 4 September 1936

Place of birth: Voronezh, USSR

Education: Graduated in 1960 from the Moscow State Institute for International Relations, Ministry of Foreign Affairs of the USSR

Special field: International relations

Languages: Russian, English and Urdu

Marital status: Married with one son

Professional career:

1. Positions held

1960-1964:	Junior adviser, probationary trainee, attaché, Embassy of the USSR to the Islamic Republic of Pakistan
1964-1966:	Attaché, South Asia Section, Ministry of Foreign Affairs of the USSR
1966-1969:	Third, Second, First Secretary, Secretariat of the Deputy Minister for Foreign Affairs of the USSR
1969-1973:	First Secretary, Embassy of the USSR to the Republic of Zambia
1973-1976:	Assistant to the Deputy Minister for Foreign Affairs of the USSR
1978-1986:	Expert, Deputy Chief and Acting Chief, South-East Asia Section, Ministry of Foreign Affairs of the USSR
1986-1987:	Deputy Head of Department and Chief of Section, Department of Asian Socialist Countries, Ministry of Foreign Affairs of the USSR
1987-1990:	Ambassador of the USSR to the Republic of Singapore
1990 to date:	Head, Central Department of Personnel and Training Institutions, Ministry of Foreign Affairs of the USSR, and Member of the Board of the Ministry

2. Publications

A number of articles on South-East Asian problems in the journal Mezhdunarodnaya Zhizn ("International Life")

3. Participation in international meetings

Tashkent conference on the settlement of the armed conflict between India and Pakistan, Tashkent, 1966

Second Asia/Pacific Regional Air Navigation Meeting of ICAO, Singapore, 1983

Diplomatic rank: Ambassador Extraordinary and Plenipotentiary

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UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/45/41
3 December 1990
ENGLISH
ORIGINAL: ENGLISH/SPANISH

Forty-fifth session
FIFTH COMMITTEE
Agenda item 17 (h)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS

Appointment of an alternate member of the United Nations Staff Pension Committee

Note by the Secretary-General

1. In his note A/45/142 of 9 April 1990, the Secretary-General informed the General Assembly that Mr. Teodoro Maus (Mexico) had resigned as an alternate member of the United Nations Staff Pension Committee and that, accordingly, the Assembly would be required at its forty-fifth session to appoint a person to fill the unexpired portion of the term of office of Mr. Maus, i.e., until 31 December 1991.

2. The Government of Mexico has nominated Mr. Jorge Duhalt to fill the vacancy.

3. The candidate's curriculum vitae follows.

Jorge Jose DUHALT

Educational background

	Studies	School
1963-1967	University degree in economics	Universidad Nacional Autónoma de México
1968	Economic and social planning	Universidad Nacional Autónoma de México/Economic Commission for Latin America (Mexico)
1969	Project evaluation and planning	Institute for Development Studies at the University of Sussex (United Kingdom)
1969-1970	Economy and finance	Institut International d'Adminstration Publique (France)
1970-1973	University doctorate in development economics	Université de Paris I (France)

Professional experience

	Position	Organization
1973-1975	Head of the Office for the Transfer of Technology	National Council for Science and Technology
1976-1977	Counsellor for Scientific and Technological Affairs	Embassy of Mexico in Cuba
1977-1979	General Manager for Administration	Productos Pesqueros Mexicanos (public enterprise)
1979-1983	Deputy Director for International Technical Co-operation	Co-ordination of Administrative Studies of the Office of the President of Mexico
1984-1985	Head of Management Control for the Undersecretary of Sanitation Control	Ministry of Health of Mexico
1986-1988	Director of Trade Negotiations and Regional Integration	Ministry of Foreign Affairs of Mexico
1988-1990	Delegate to the Fifth Committee	Permanent Mission of Mexico to the United Nations

Principal international meetings attended as Representative of Mexico

1973	Meeting of Government Experts on Industrial Property and Technology for Development, Organization of American States (OAS), Washington
1973	Seminar for technical directors of the Pilot Project on transfer of technology, OAS, Lima
1974	First meeting of the Working Group on Science and Technology, Meeting of Foreign Ministers of the Americas, Brasilia
1974	Second meeting of the Working Group on Science and Technology, Meeting of Foreign Ministers of the Americas, Caracas
1974	Third meeting of the Working Group on Science and Technology, Meeting of Foreign Ministers of the Americas, Santiago
1976	Mexico-Cuba Joint Committee on Scientific and Technological Co-operation, Havana
1980	Second Mexico-USA Bilateral Meeting on Public Administration, Washington
1986	Third Regular Meeting of the Support Committee for the Economic and Social Development of Central America of the Latin American Economic System, Panama City
1986	XXI Annual Meeting at the Ministerial Level of the Inter-American Economic and Social Council, OAS, Washington
1986	XII Regular Meeting of the Latin-American Council, Latin American Economic System, Lima
1987	III Meeting of Foreign Ministers of Member States of the Latin American Integration Association, Montevideo
1987	XIII Regular Meeting of the Latin American Council, Latin American Economic System, Caracas
1987	XXII Annual Meeting at the Ministerial Level of the Inter-American Economic and Social Council, OAS, Washington
1988	Thirty-fifth Meeting of the Governing Council of the United Nations Development Programme, Geneva
1983	Forty-third session of the United Nations General Assembly, Second and Fifth Committees
1989	Special Meeting to mark the 25th Anniversary of the Group of 77, Caracas
1989	Forty-fourth session of the United Nations General Assembly, Fifth Committee

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UNITED NATIONS

A

General Assembly

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GENERAL

A/C.5/45/42
16 November 1990

ORIGINAL: ENGLISH

Forty-fifth session
FIFTH COMMITTEE
Agenda item 119

PROGRAMME PLANNING

Proposed medium-term plan for the period 1992-1997

Note by the Chairman

1. In its resolution 36/228, section I, the General Assembly endorsed the conclusions and recommendations of the Committee for Programme and Co-ordination (CPC) on the work of its twenty-first session. 1/ One such recommendation, contained in paragraph 471 of the CPC report, states that:

> "Each chapter of the proposed medium-term plan should be submitted to the appropriate Main Committee of the General Assembly before the plan as a whole is adopted by the Assembly in plenary meeting".

2. On 11 October 1990, through the President of the General Assembly, the Chairman of the Fifth Committee addressed identical letters to the Chairmen of the other Main Committees indicating that the General Assembly had before it the proposed medium-term plan for the period 1992-1997 (A/45/6), the consolidated summary of the comments and recommendations made by Member States and intergovernmental bodies since 1988 on the draft introduction to the medium-term plan for the period 1992-1997 (A/45/279), 2/ as well as the report of CPC on the work of its thirtieth session. The letter contained an appendix indicating, for each programme of the proposed plan, the relevant Main Committee(s) to which it should be referred. The Chairman of the Fifth Committee indicated also that, in order to permit the Fifth Committee to take fully into account the views that Member States might wish to express in the Main Committees on the relevant programmes of the proposed medium-term plan for the period 1992-1997, it would be appreciated if such views were to be communicated to the Fifth Committee no later than 9 November 1990.

3. The substantive portions of the replies received by the Chairman of the Fifth Committee are reproduced below.

A. Letter dated 9 November 1990 from the Chairman of the First Committee

Your letter was brought to the attention of the members of the First Committee and was circulated as an official document of the Committee (A/C.1/45/6). On 26 October and again on 7 November, I drew the Committee's attention to the text of your letter and requested members to transmit their comments to me in writing so that I might forward them to the Fifth Committee as requested.

I have the honour to inform you that, as of today, 9 November, no views have been communicated to me for transmission to the Fifth Committee.

B. Letters from the Chairman of the Special Political Committee

1. Letter dated 7 November 1990

I wish to inform you that this matter was brought to the attention of the Special Political Committee at its 5th meeting, on 29 October 1990, with the request that any members of the Committee wishing to express their views should do so in writing.

I have the honour to inform you that the Special Political Committee has no comments to make on the subject.

2. Letter dated 14 November 1990

Further to my letter dated 7 November 1990 (A/SPC/45/L.10, annex), I have the honour to transmit to you, for the attention of the Fifth Committee, a communication that I have received concerning programme planning, namely, a letter dated 13 November 1990 from the Permanent Representative of Cuba to the United Nations (A/SPC/45/L.10/Add.1). 3/

C. Letter dated 7 November 1990 from the Chairman of the Second Committee

The Second Committee devoted its 29th meeting, held on 2 November 1990, to a consideration of the relevant programmes of the proposed medium-term plan for the period 1992-1997 and related documents. Upon conclusion of the discussion, the Second Committee decided that the views expressed by Member States during the discussion should be transmitted to the Fifth Committee. These views are to be found in document A/C.2/45/SR.29, which will be issued on 9 November.

D. Letter dated 8 November 1990 from the Chairman of the Third Committee

I have put your letter as a Third Committee document before the Committee (A/C.3/45/6) and asked delegations to inscribe their names on the list of speakers on this item. The Committee met on this subject yesterday, 7 November, and the views of the Committee will be reflected in the summary record of that meeting (A/C.3/45/SR.35). Your attention is drawn to the statement of Bolivia on behalf of the Group of 77. 4/

E. Letter dated 9 November 1990 from the Chairman of the Fourth Committee

I wish to inform you that this matter was brought to the attention of the Fourth Committee at its 11th meeting, on 23 October 1990, with the request that any members of the Committee wishing to express their views should do so in writing.

In that connection, I wish to inform you that the Fourth Committee has no comments to make on the subject.

F. Letter dated 12 November 1990 from the Chairman of the Sixth Committee

In considering programme 9, the Sixth Committee suggests that account should be specially taken of the fact that the period in which the aforementioned proposed medium-term plan (1992-1997) applies coincides to a large extent with the period of the United Nations Decade of International Law (1990-1999), as declared by the General Assembly in its resolution 44/23 of 17 November 1989.

Although the Sixth Committee has no objection of substance with regard to what is expressed in document A/45/6 (Prog. 9), it considers that it should be completed by means of a more detailed incorporation in its text of the objectives contained in the programme of activities to be commenced during the first term (1990-1992) of the United Nations Decade of International Law, now in the stage of final approval by the Sixth Committee.

Therefore, the Sixth Committee suggests that the Fifth Committee might consider whether it is appropriate that the programme elements in subprogramme 3 of programme 9 reflect separately the activities projected in relation to each of the areas approved by the General Assembly in its resolution 44/23 concerning the programme for the Decade, namely: (a) promotion of the acceptance of the respect for the principles of international law; (b) promotion of means and methods for the peaceful settlement of disputes between States, including resort to full respect for the International Court of Justice; (c) encouragement of the progressive development of international law and its codification; and (d) encouragement of the teaching, study, dissemination and wider appreciation of international law; which are being detailed in the above-mentioned programme of the Decade being concluded in the Sixth Committee. 5/

The above proposals seem to be all the more relevant in the light of the recognition of the need to provide, within the existing overall level of appropriations, adequate funds for the implementation of the programme for the Decade, a circumstance which could also be reflected in the proposed medium-term plan for the period 1992-1997.

Notes

1/ Official Records of the General Assembly, Thirty-sixth Session, Supplement No. 30 (A/36/38).

2/ Ibid., Forty-fifth Session, Supplement No. 16 (A/45/16).

3/ For the text of the letter from the Permanent Representative of Cuba see Annex I to the present document.

4/ For the comments of some delegations of the Group of 77 transmitted to the Chairman of the Third Committee by the Chairman of the Group of 77 on 12 November 1990, see annex II to the present document.

5/ For the text of the proposed additions, see annex III.

Annex I

[Original: English]

[13 November 1990]

TEXT OF THE LETTER FROM THE PERMANENT REPRESENTATIVE OF CUBA TO THE UNITED NATIONS TO THE CHAIRMAN OF THE SPECIAL POLITICAL COMMITTEE

On behalf of my delegation, I should like to transmit to you and through you also to the Chairman of the Fifth Committee, some of my concerns regarding agenda item 119 on programme planning.

My delegation as well as others, as we were able to realize afterwards, did not have the opportunity to express itself on the subject, for which the deadline had been established for 7 November.

It is indeed obvious, Mr. Chairman, that after the discussions and working sessions of the Committee on Peace-keeping Operations, and those of the Special Political Committee, during the forty-fourth session, we could not expect from the Secretariat a proposed medium-term plan a/ containing new concepts that had not been previously discussed substantively by those committees.

In essence, Mr. Chairman, my delegation considers that programme 1 includes as its first subprogramme the concept of peace-making, whose legal foundation has not been substantiated by any legislative mandate whatsoever.

The above-mentioned subprogramme 1, "Good offices and peace-making", sustains that its main legislative authority is the Charter of the United Nations and underlines the validity of Article 99. The intention to make this Article relevant, in such a way that it would legally cover this concept, is obvious.

Article 99 gives effective authority to the Secretary-General only to bring to the attention of the Security Council any matter that might threaten international peace and security. Even though, in the above-mentioned subprogramme it is said that, under this Article, the Secretary-General would have to undertake activities connected with the discharge of his responsibilities under Article 99, inferring from this the new concept.

However from my point of view, that concept may violate other fundamental principles, also present in the Charter, such as the respect for national sovereignty, independence and self-determinatioon, to mention just a few of them.

This is precisely, Mr. Chairman, the reason for my concerns regarding this concept, and therefore would kindly urge you to so inform the Chairman of the Fifth Committee.

Notes

a/ A/45/6 (Prog. 1).

Annex II

[Original: Spanish]

[12 November 1990]

COMMENTS OF SOME DELEGATIONS OF THE GROUP OF 77 IN THE THIRD COMMITTEE ON THE PROPOSED MEDIUM-TERM PLAN FOR THE PERIOD 1992-1997

The Group of 77 attaches the highest priority to all the programmes of the Third Committee, but expresses its concern that many of the programmes included in the proposed medium-term plan for the period 1992-1997 do not properly reflect several of the mandates adopted by the General Assembly and/or the international bodies concerned, while there are some discrepancies in others with regard to concepts and strategies.

Some brief comments reflecting the various concerns of some delegations of the Group of 77 are given below.

Programme 28

The main objective of programme 28, International drug control, is the strengthening of multilateral co-operation to assist national authorities in dealing with a problem incapable of solution by any individual State.

Programme 28 does not take into account the future restructuring of the United Nations drug control system in Vienna, which is obviously directly related to the implementation and effectiveness of the activities programmed for the period 1992-1997. It will therefore be necessary to revise it.

The content of the subprogrammes within programme 28 also lacks clarity in terms of the mandates and recommendations of the Global Programme of Action against narcotic drugs.

From this point of view, we do not believe that subprogramme 1 should be designated as a priority activity. The Global Programme of Action in fact reflects a balance of policies which should be applied in parallel and simultaneously. If any subprogramme were to be designated as having priority, it should be subprogramme 5, as that subprogramme is directed towards maintaining and improving the effectiveness of the drug control system, which is much more in keeping with the transnational dimension of the problem and the great variety of policies to be applied.

Programme 33

With reference to the document on regional co-operation for development in Latin America, it is considered that the subprogramme on social development, in particular, does not reflect faithfully the situation prevailing in Latin America and the Caribbean. It would be appropriate and useful if that subprogramme were to

cover the provision of information on the social effects of the economic crisis that has affected the countries of the region in the past decade. It would also be useful if it were to propose strategies for the revitalization of sustained economic growth which would orient development towards the attainment of social justice.

Moreover, it is essential to provide more detailed information with regard to the size and characteristics of the various population groups, particularly the disadvantaged and critically deprived groups.

Lastly, it would be advisable for the subject of women and social development to be dealt with separately from the subprogramme on social development, in an independent subprogramme, as has been done in programmes 30 and 34.

Programme 35

Programme 35 should lay greater stress on the indivisibility of human rights, and in particular the relationship between human rights, peace and development, and should include more information on the activities carried out by the Secretariat to promote human rights in the territories which are still under foreign and colonial domination, in particular the occupied Arab territories.

With regard to subprogramme 4, paragraph 35.41 should be reworded so as to express adequately the fundamental right of peoples to self-determination (a concept which must take precedence over other aspects such as disease, acquired immunodeficiency syndrome (AIDS), toxic waste, and so on).

It is a matter of concern that it is proposed to include research into the human rights aspects of bio-medical technology and into the impact of toxic waste and chemical weapons on the enjoyment of human rights. Chemical weapons, given the harm they can cause humanity, should be abolished completely.

Resources are limited and must be used consistently with the plans. It is essential to concentrate on problems of global interest for which there is a real need in the world and not to waste efforts in areas which, while important, are not priority areas in the light of international realities.

Furthermore, it is considered a matter of the highest urgency to increase the financial and human resources of the Centre for Human Rights in Geneva.

Annex III

PROPOSED ADDITIONS TO PROGRAMME 9

12 November 1990

1. Insert footnote 1 at the end of paragraph 9.8, reading as follows

It may be noted in this connection that in accordance with the programme of activities to be commenced during the first term (1990-1992) of the Decade, based on the specific objectives of the Decade as described in resolution 44/23, subprogramme 3 of programme 9 already reflects some of these activities, such as:

(a) Promotion of means and methods for the peaceful settlement of disputes between States (para. 9.41);

(b) Encouragement of the progressive development of international law and its codification (paras. 9.31-9.40 and 9.42);

(c) Encouragement of the teaching, study, dissemination and wider appreciation of international law (paras. 9.37, 9.42 and 9.43).

2. Insert footnote 2 at the end of para. 9.38, reading as follows:

"See note 1 above."

UNITED
NATIONS

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General Assembly

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13 November 1990

ORIGINAL: ENGLISH

Forty-fifth session
FIFTH COMMITTEE
Agenda items 127 and 128

UNITED NATIONS COMMON SYSTEM

UNITED NATIONS PENSION SYSTEM

Note by the Secretary-General

The Secretary-General has the honour to transmit herewith, for consideration by the General Assembly, a statement adopted by the Administrative Committee on Co-ordination (ACC) at its second regular session of 1990.

Annex

Statement by the Administrative Committee on Co-ordination

1. Through the comprehensive review of conditions of employment of staff in the Professional and higher categories, the General Assembly has approved a number of measures designed to enhance competitiveness and improve United Nations common system employment conditions.

2. Despite these efforts, our conditions of employment continue to be beset by instability, which leads to anxiety and insecurity; salary levels are still not competitive. ACC thus endorses those proposals being made to the Fifth Committee, both by the International Civil Service Commission (ICSC) and by the United Nations Joint Staff Pension Board, which enhance competitiveness and provide for the evolution of the remuneration and pension systems in a stable, comprehensible and predictable manner.

3. Further improvements are being proposed in terms of providing a more accurate reflection of housing in the post adjustment system, recasting the rental subsidy scheme, raising the base/floor salary, revising education grant maximum reimbursement levels and taking measures to improve the post adjustment system. These are strongly supported.

4. Improvement in the measurement of housing between duty stations and in the rental subsidy scheme are long overdue and the Commission's recommendations in these areas are welcomed. ACC also supports ICSC's proposal to increase the base/floor salary by 8.5 per cent. Although it has little or no immediate impact on headquarters locations, this adjustment will set in motion the systematic updating of the base/floor salary to match the salaries paid by the comparator in Washington. It also has an important effect on the allowances of staff in the field.

5. The regular review of the levels of the education grant is another measure which is essential to the stability of the remuneration system. The education grant is a key feature of United Nations system employment conditions; its evolution must continue to be reviewed in the light of the rapid inflation in education costs. ACC, therefore, strongly supports the proposals to adjust the maximum levels of reimbursable expenses in five currencies this year.

6. But even these improvements may be eroded by unanticipated factors such as the instability of exchange rates. For example, in the course of this past year, many of those anticipating retirement in 1991 and thereafter have been faced with the prospect of their pension benefit being cut in local currency terms by up to 29 per cent.

7. Thus, the Pension Board's decision to seek a long-term solution to the determination of initial pension benefits is of the highest importance. We welcome the Board's recommendation to provide transitional measures to safeguard until March 1992 individual pension entitlements for staff in service on

31 December 1990. However, this measure does not solve the fundamental problem; action must be taken in the coming year to put in place a system which will offer a base pension benefit world wide which can be adjusted to local conditions without the need for speculative action on the part of the participants in the Fund.

8. There remains one other matter which is of particular importance in the context of maintaining the predictability of the evolution of United Nations remuneration. This relates to the potential for a further freeze on post adjustment, about which the executive heads are gravely concerned.

9. The salary levels of the comparator civil service are acknowledged to be lagging way below those of the United States private sector. Moreover, there are indications that, as a result of a longer-term review of United States pay levels, measures may be taken as early as 1992 to begin to align United States federal civil service salary levels again more closely with those of the private sector. It would be wholly inappropriate for measures to be taken that would freeze United Nations common system emoluments in 1991 only to have them advanced again in 1992 or thereafter. Such a stop-go system cannot be countenanced.

10. ICSC's request to the General Assembly to reconsider that aspect of margin management which requires the average margin to be maintained at around the mid-point of the range over a five-year period should be interpreted as a minimum for the period 1990-1992 so as not to negate the salary increase approved in July 1990. ICSC should be requested urgently, even at its forthcoming special session, to devise a way of ensuring that purchasing power is maintained across the United Nations common system and, in the mean time, also to ensure that the post adjustment system operates smoothly through the coming year in accordance with the normal movement of the cost of living at the base of the system. Towards this end, ICSC should be asked to examine ways of preventing the necessity of a freeze.

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Agenda item 118

PROGRAMME BUDGET FOR THE BIENNIUM 1990-1991

Conditions of service and compensation for officials other than Secretariat officials

Members of the International Court of Justice

Report of the Secretary-General

INTRODUCTION

1. In paragraphs 1 and 3 of resolution 31/204 of 22 December 1976, the General Assembly decided that the annual salaries of members of the International Court of Justice (ICJ) should next be reviewed at its thirty-fifth session and thereafter normally every five years and that the allowances and compensation provided for in Article 32, paragraphs 2 to 4, of the Statute of the International Court of Justice and the retirement pensions given to members of the Court should be reviewed concurrently with the periodic review of their annual salary.

2. In conformity with the above decision, the General Assembly is scheduled to review the emoluments of the members of the Court at the current session. The previous periodic report of the Secretary-General was submitted to the General Assembly at its fortieth session (A/C.5/40/32).

3. In order to facilitate consideration of the various issues regarding the compensation and conditions of service of members of the Court, the present report has been divided into the following sections: remuneration; adjustment mechanism for cost of living; special allowance of the President and of the Vice-President when acting as President and representation allowance; housing allowance; compensation of ad hoc judges; costs of educating children; relocation allowance on completion of service; compensation for survivors in the event of death; pensions; financial implications; and next comprehensive review.

I. REMUNERATION

4. Article 32 of the Statute of ICJ provides, inter alia, that each member of the Court shall receive an annual salary (para. 1) and that these salaries and allowances "shall be fixed by the General Assembly" and that "they may not be decreased during the term of office" (para. 5).

5. Since 1976, the General Assembly has conducted a number of reviews of various aspects of the emoluments of the members of the Court, most notably at its thirty-fifth, thirty-eighth and fortieth sessions. 1/

6. As regards the emoluments of the members of the Court, it should be recalled that their annual compensation consists of an annual base salary and a cost-of-living (COL) supplement. In accordance with the provisions of General Assembly resolution 31/204, the COL supplement is adjusted, upward or downward proportionate to changes in the cost of living of 5 per cent or more. The amount of the COL supplement, or a part thereof, has been incorporated into the base salary at regular intervals as part of the periodic review of emoluments.

7. For the period from 1981 to 1985, the annual base salary of the judges was $70,000. At 1 January 1986, it was set at $82,000 per annum, the present level. Effective the same date, a COL supplement of $3,000 was added to the base salary, for a total remuneration of $85,000. No change took place in the amount of the COL supplement in January 1987. In January 1988, however, the supplement increased from $3,000 to $13,800 a year, following an increase in the index used for adjustment. 2/ Total remuneration rose to $95,800 a year as at 1 January 1988.

8. No change in the COL supplement took place in 1989. In January 1990, following an increase of 6.3 per cent in the APA index, the amount of the supplement increased from $13,800 to $19,750. Accordingly, with effect from 1 January 1990, the judges receive an annual base salary of $82,000 and a COL supplement of $19,750, for a total annual compensation of $101,750.

9. Based on the latest information regarding movement of the APA index, an increase in excess of 5 per cent (the trigger point) may be anticipated for January 1991 over the January 1990 level. Such an increase would raise the COL supplement to approximately $25,000 as at 1 January 1991, for a total annual remuneration of $107,000.

10. As on the occasion of the periodic reviews carried out in 1980 and 1985, the following tables provide a comparison of the changes that have taken place in the remuneration of the judges with those of senior Secretariat officials (net base salary plus post adjustment at the dependency rate) and those of full-time members of subsidiary organs of the United Nations (the Chairman of the Advisory Committee on Administrative and Budgetary Questions (ACABQ), the Chairman and Vice-Chairman of the International Civil Service Commission (ICSC), and the members of the Joint Inspection Unit (JIU)). They also provide information on the gross emoluments of the president and members of the highest courts in three national judiciaries. The tables provide a basis for an assessment of the evolution of the situation in the five years since the last review, with 1981 as a further reference date.

11. Table 1 shows the movement of the judges' total emoluments in terms of the United States dollar and the Netherlands guilder over the period 1 January 1981 to 1 January 1990 in relation to the movement of the APA index, the post adjustment index (PAI) at The Hague and the Netherlands consumer price index (CPI). Unlike the situation in the period 1981-1985 (when there was a decline of 2.5 per cent), in the last five years the APA index has moved upwards by 24.1 per cent, reflecting, among other things, the depreciation in the value of the dollar vis-à-vis the guilder.

12. Table 2 compares the movement of the judges' total emoluments with changes in the remuneration of senior Secretariat officials and that of full-time members of other subsidiary bodies of the United Nations.

13. Table 3 provides information obtained with the assistance of the permanent missions to the United Nations of the countries concerned on the movement of gross emoluments of the president and members of the highest courts in three national judiciaries for the period 1981-1990. The table also presents information on the movement in emoluments of the President and members of the Court of the European Communities and the Iran-United States Claims Tribunal. With regard to the Court of the European Communities, the salary of the President is equal to that of the President of the European Commission: the members of the Court receive a salary equivalent to that of a Commissioner.

14. The Secretary-General has received a letter from the Court suggesting that grounds exist for increasing the total annual compensation of its members from the present level to $150,000. Such an increase would be structural in character, as compared to the incremental adjustments the Court has received under previous reviews. The considerations which, in the opinion of the Court, justify this request are the following:

> "For years the compensation of judges of the Court has not reflected and today still more acutely fails to reflect the high responsibilities they increasingly discharge. It does not take account of the lifetime of experience and professional achievement which judges bring to the Court. An essential basis of the considered conviction of the judges of the Court that they are unacceptably underpaid is the difficulty they experience in maintaining, on the basis of the emoluments paid to them, a standard of living commensurate with their status and responsibilities (and, in some cases, a standard equal to that they enjoyed before their election). That conviction is reinforced by a comparison of their official incomes - which in real terms have greatly eroded over the years - with those of others in international life and the judicial profession with whom they may be reasonably compared.
>
> "The current compensation of a judge of the Court is $101,750 annually, of which $19,750 is a cost-of-living allowance. That compensation of judges of the Court may be compared with that of the most senior officials in the United Nations system, apart from the Secretary-General, and with that of other international judges."

Table 1

Movement of total emoluments of members of the Court, 1981-1990

	January 1981	January 1985	January 1986	January 1987	January 1988	January 1989	January 1990
ICJ total emoluments							
Net base salary ($US)	70 000	70 000	82 000	82 000	82 000	82 000	82 000
COL supplement ($US)	12 000	12 000	3 000	3 000	13 800	13 800	19 750
Total ($US)	82 000	82 000	85 000	85 000	95 800	95 800	101 750
Guilders equivalent	173 840	291 100	238 000	187 000	172 440	191 600	193 325
Exchange rate	2.12	3.55	2.80	2.20	1.80	2.00	1.90
Index of total emoluments							
$US	100.0	100.0 a/	103.7	103.7	116.8	116.8	124.1
Guilders	100.0	167.5	136.9	107.6	99.2	110.2	111.2
Cost-of-living indices							
APA index (52 cities)	100.0	97.5	100.0 a/	103.6	116.8	118.9	124.1
PAI (The Hague)	100.0	74.7	100.0 a/	119.3	148.7	133.6	121.5
CPI (Netherlands)	100.0	116.6	118.1	117.1	117.6	118.2	120.8

a/ Index rebased.

/...

Table 2

Changes in remuneration of Members of the Court, Secretariat officials and Members of United Nations bodies 1981-1990

(In United States dollars, dependency rate)

	January 1981	January 1985	January 1986	January 1987	January 1988	January 1989	January 1990
International Court of Justice							
President a/	94 200	94 200	100 000	100 000	110 800	110 800	116 750
Index	100.0	100.0	106.2	106.2	117.6	117.6	123.9
Members of the Court	82 000	82 000	85 000	85 000	95 800	95 800	101 750
Index	100.0	100.0	103.7	103.7	116.8	116.8	124.1
Senior Secretariat officials							
The Hague							
USG b/	92 687	72 792	87 162	99 828	122 180	111 217	116 110
ASG c/	84 366	66 110	79 296	90 919	111 430	101 369	105 862
Index	100.0	78.4	94.0	107.8	132.1	120.2	125.3
Geneva							
USG b/	97 229	84 501	97 805	117 071	148 364	128 885	130 585
ASG c/	88 533	76 854	89 063	106 741	135 457	117 583	113 146
Index	100.0	86.9	100.6	120.6	153.0	132.8	134.3
New York							
USG b/	70 886	91 419	91 419	91 419	91 419	97 805	102 061
ASG c/	64 361	83 202	83 202	83 202	83 202	89 063	92 970
Index	100.0	129.0	129.3	129.3	129.3	138.4	144.0
Full-time members of subsidiary bodies							
Chairman, ACABQ d/	72 000	87 056	87 056	91 979	97 198	97 198	106 418
Index	100.0	120.9	120.9	127.7	135.0	135.0	147.8
Chairman, ICSC d/	72 000	87 056	87 056	91 979	97 198	97 198	106 418
Index	100.0	120.9	120.9	127.7	135.0	135.0	147.8
Vice-Chairman, ICSC	67 000	82 056	82 056	86 979	92 198	92 198	101 418
Index	100.0	122.5	122.5	129.8	137.6	137.6	151.4
Members of JIU, Geneva	75 915	65 551	76 385	94 324	117 550	101 690	103 077
Index	100.0	86.4	103.3	124.2	154.8	134.0	135.8

a/ Includes special allowance of $12,200 a year for 1981 and 1985, $15,000 as of 1986.

b/ Includes representation allowance of $4,000 a year.

c/ Includes representation allowance of $3,000 a year.

d/ Includes special allowance of $5,000 a year.

/...

Table 3

Movement in gross emoluments of officers of national judiciaries, the Court of the European Communities and the Iran-United States Claims Tribunal, 1981-1990

	1981	1983	1985	1987	1989	1990
United States Supreme Court						
Chief Justice ($US)	92 400	100 700	108 400	115 000	115 000	124 000 a/
Index	100.0	109.0	117.3	124.5	124.5	134.2
Associate justice ($US)	88 700	96 700	104 100	111 000	111 000	118 600 a/
Index	100.0	109.0	117.4	125.1	125.1	133.7
Supreme Court of Canada						
Chief Justice ($Can) b/ c/	94 100	106 600	117 800	153 700	171 600	171 600
($US)	79 076	86 667	89 924	111 377	144 202	147 931
Index	100.0	109.6	113.7	140.8	182.4	187.1
Puisne judge ($Can) c/ d/	86 600	98 100	108 400	147 700	158 900	158 900
($US)	72 773	79 796	82 748	107 029	133 529	136 983
Index	100.0	109.6	113.7	147.1	183.5	188.2
United Kingdom						
Lord Chief Justice (£ stg.)	37 000	52 500	69 500	77 400	82 250	89 500
($US)	82 405	84 677	90 147	113 490	146 875	145 057
Index	100.0	102.8	109.4	137.7	178.2	176.0
Master of the Rolls (£ stg.)	37 000	48 250	63 750	71 400	78 750	82 750
($US)	92 405	77 823	82 685	104 692	140 625	134 117
Index	100.0	94.4	100.3	113.3	152.2	145.1

Pension: Non-contributory, with amount of pension equal to full salary if either (a) retirement at age 70 or over with a minimum of 10 years' service, or (b) retirement at age 65 with a minimum of 15 years' service.

Pension: Contributions prior to 17 February 1976 at a rate of 1.5 per cent of salary; contributions after that date at a rate of 7 per cent of salary; amount of pension equal to two thirds of final salary if either (a) retirement at age 70 with a minimum of 10 years' service, or (b) retirement at age 65 with a minimum of 15 years' service. Mandatory retirement at age 75.

Pension: Non-contributory, with amount of pension equal to half of final salary after a minimum of 15 years' service.

Table 3 (continued)

		1981	1983	1985	1987	1989	1990
Court of the European Communities							
President	(BF) e/	-	5 990 088	6 289 571	6 840 390	7 313 426	7 313 426
	($US)	-	127 449	95 081	168 899	196 070	206 012
Index		-	100.0	74.6	132.5	153.8	161.6
Member	(BF)	-	4 883 232	5 127 368	5 576 405	5 962 032	5 962 032
	($US)	-	103 899	79 512	137 689	159 840	167 945
Index		-	100.0	76.5	132.5	153.8	161.6

Pension: Amount equals 4.5 per cent of final basic salary for each full year in office and one twelfth of that amount for each complete month of service. Maximum pension is 70 per cent of final base salary.

Iran-United States Claims Tribunal							
President ($US)							222 500
Index							
United States-Iranian judge ($US)				125 000			187 000
Index				100.0			149.6
Third country judge ($US)				150 000			212 500
Index				100.0			149.6

Pension: No data available.

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a/ A further increase of 25 per cent in the gross emoluments of the Chief Justice and associate justices of the United States Supreme Court is anticipated effective 1 January 1991.

b/ Also entitled to a representation allowance of $Can 5,000 for the period 1981-1985, $Can 10,000 for the period 1985 onwards.

c/ Also entitled to an incidental allowance of $Can 2,500.

d/ Also entitled to a representation allowance of $Can 2,500 for the period 1981-1985, $Can 5,000 for the period 1985 onwards.

e/ Also entitled to a residential allowance of BF 70,661.

15. The Court maintains that, in a historical perspective, the compensation of a judge has not kept pace with other senior officials of the United Nations system:

> "The Preparatory Commission of the United Nations recommended in 1945 that:
>
> > 'The members [of the Court] should be accorded emoluments such as to guarantee their absolute independence and also to render the office of the judge acceptable to the most eminent of the persons qualified, in accordance with Article 2 of the Statute, to hold that office'.
>
> The Preparatory Commission thus called the attention of the General Assembly 'to the desirability of ensuring' that the real value of the emoluments of the judges of the International Court of Justice 'shall not be less than that of those of the judges of the Permanent Court of International Justice during the period 1936-1939'. The salary of judges of the Permanent Court during that period was 45,000 Dutch guilders a year. The Deputy Secretary-General of the League of Nations and the Under-Secretary-General of the League then were paid the equivalent of 25,500 guilders a year. That is to say, in the era of the Permanent Court, the salary of judges of the Court was close to twice that of the most senior international officials apart from the Secretary-General of the League. Judges' salary in 1939 indeed exceeded that of the Secretary-General.
>
> "While the General Assembly at its first session accordingly set the salaries of judges of the International Court of Justice at the Permanent Court of International Justice level and effected a 20 per cent increase from that level in order to cover depreciation of the guilder which had already taken place, the resolution did not take account of an imminent devaluation of the guilder of 33 per cent. The result of that devaluaton was that the real salaries of ICJ judges actually were initially paid at a level 33 per cent less than their Permanent Court of International Justice predecessors.
>
> "Nevertheless, the compensation of a judge of the Court equated with that of a director-general of a specialized agency as late as 1968. However, compensation of judges of the Court has not kept pace with that of the directors-general and other executive heads of the specialized agencies, who, in the 1970s, together with other senior officials in the United Nations system, enjoyed increases not extended to judges of the Court. The result is that today the directors-general are paid net salaries and allowances far higher than those of judges of the Court.
>
> "If the emoluments of the judges of the Court are compared with those of Under-Secretaries-General of the United Nations, it may be observed that an Under-Secretary-General currently is paid more (as contrasted with League days in which he was paid almost half as much as a judge of the Permanent Court): in 1989, net emoluments of an Under-Secretary-General at a dependency rate in The Hague would have been $118,200, as compared with $95,800 in emoluments of a judge; in 1990, those figures would be $112,113 for an Under-Secretary-

General and $101,750 for a judge (the figures vary year to year with fluctuations in the value of the dollar). The comparable compensation of the Director-General for Development and International Economic Co-operation would have been higher still: $119,000."

16. Further, the Court points out that, at the present time, the compensation of a judge falls well below that of comparable national and international judicial officials, particularly in the light of recent trends.

17. The President, Vice-President and two members of the Court, accompanied by the Registrar, met with the Secretary-General on 16 May 1990 to express the Court's unanimous concern with regard to the level of emoluments and the conditions of service of members of the Court.

18. The Secretary-General fully supports the view of the Court that a structural change in the level of the emoluments of its members is justified at this time, both as a matter of principle and in order to reflect the heightened responsibilities of the Court as an organ of the United Nations.

19. The Secretary-General notes, further, that pursuant to General Assembly resolution 44/198 of 21 December 1989, staff in the Professional and higher categories received an increase in salary of approximately 5 per cent effective 1 July 1990; the emoluments of senior officials were adjusted, by extrapolation, by a comparable percentage. The Secretary-General also notes that staff of the Senior Executive Service of the comparator civil service are scheduled to receive an increase in emoluments exceeding 20 per cent as at 1 January 1991: again it is anticipated that consequential adjustment may be necessary in the emoluments of senior officials of the United Nations and consequently those of members of the Court.

20. In the light of all of these factors, the representation made by the Court and the data presented in tables 1-3 above, the Secretary-General recommends that the entirety of the $19,750 COL supplement be incorporated into the present base salary of members of the Court. The Secretary-General is also of the view that the resulting emoluments of members of the Court, in the light of General Assembly resolution 44/198, should be adjusted upwards by approximately 5 per cent. The amount resulting from the incorporation of the COL supplement and an upwards adjustment of approximately 5 per cent would yield an annual base salary of $106,500, a smaller amount than that referred to in paragraph 9 above.

21. Furthermore, in view of the fact that the majority of judges now reside at The Hague, the current system for setting their compensation (fixed salary and COL supplement mechanism described in part II below) does not allow for proper adjustment for the fluctuations of the dollar against the guilder. It is proposed to introduce a mechanism similar to the one that pertains to salaries of staff in the Professional and higher categories, namely a net base salary with a corresponding post adjustment amount per index point equal to 1 per cent of net base salary at each level and step of the salary scale. It is suggested that the annual base salary of the members of the Court be set at $106,500, as from 1 January 1991, with a corresponding post adjustment per index point amount of

$532.50 (i.e., 0.5 per cent of $106,500), to which would be applied the post adjustment multiplier in effect for the Netherlands. Such an approach would yield a total salary (base salary plus post adjustment) of approximately $145,000 per annum.

II. ADJUSTMENT MECHANISM FOR COST OF LIVING

22. As noted above, the General Assembly, by its resolution 31/204 decided that, between periodic reviews of their salaries, members of the Court would receive an annual interim COL supplement. This supplement would be reviewed each year in January, based on the APA index, and adjusted in proportion to upward or downward changes in the cost of living of 5 per cent or more.

23. In its resolution 35/220 A, the General Assembly approved the recommendations of the Secretary-General (A/C.5/35/33) regarding the COL supplement and the suggestion that the APA index be based on 51 locations and The Hague. On the occasion of the 1985 review, the General Assembly, by its resolution 40/257 A, decided that the COL supplements introduced in 1976 should continue, subject to rebasing and modifying the APA index. Since that time, four annual reviews of cost of living have taken place based on movements of the APA index. In 1987 and 1989, no change was warranted in that the index did not increase/decrease by 5 per cent above/below the revised base APA index of January 1986. In 1988 and 1990 increases in the cost of living did take place, based on a 16.77 per cent and 6.3 per cent movement in the APA index: thus, with effect from 1 January 1988 the cost-of-living supplement increased from $3,000 to $13,800 and, as of 1 January 1990, from the latter figure to $19,750 a year.

24. In April 1987, ICSC introduced the concept of a local currency floor and ceiling at a number of duty stations, including The Hague, to protect staff against the weakening of the dollar. The local currency floor amount, related to base salary plus post adjustment minus pension contribution, was determined by reference to a specific floor exchange rate between the local currency and the dollar. When the United Nations official exchange rate fell below the floor rate, ICSC adjusted the post adjustment classification for the duty station so as to yield total dollar emoluments corresponding to the local currency floor amount at that exchange rate. A similar procedure was put in place for cases where the United Nations official exchange rate rose above the ceiling rate.

25. The emoluments of members of the Court are sui generis, with no direct link to those of senior Secretariat officials. In 1988, however, ACABQ proposed that the above local currency floor/ceiling measures should be extended to the judges' emoluments to protect them in local currency terms against a weakening/ strengthening dollar. It was understood that the arrangement would be reviewed in 1990 in the context of the present review of emoluments. 3/ The General Assembly, in section VI of its resolution 43/217 of 21 December 1988, approved the recommendations of ACABQ. Effective 1 January 1989, a floor was established using as a basis the 1986 emoluments ($85,000 per year) and an exchange rate 4 per cent below the average 1986 exchange rate (2.47 guilders to the dollar). The floor exchange rate of 2.37 guilders to the dollar produced a local currency floor of 16,787 guilders a month. When the total 1989 emoluments ($95,800) were taken into

account, the floor amount became payable if the exchange rate fell below 2.10 guilders to the dollar. Similarly, a local currency ceiling of 19,833 guilders a month was established, using the 1986 emoluments and an exchange rate of 2.80 guilders to the dollar: using total 1989 emoluments, the local currency ceiling amount was payable if the exchange rate rose above 2.48 guilders to the dollar. When the 1990 emoluments were taken into account ($101,750), the floor amount was payable if the exchange rate fell below 1.98 guilders to the dollar and the ceiling amount was payable if the exchange rate rose above 2.34 guilders to the dollar.

26. Table 4 indicates the official exchange rate for the guilder against the dollar for the period January 1989-September 1990. As of September 1990, the floor amount had been payable for 14 months since its introduction (January-March 1989 and November 1989-September 1990).

Table 4

Exchange rate of the guilder to the dollar, January 1989-September 1990

1989	January	2.00
	February	2.08
	March	2.08
	April	2.13
	May	2.13
	June	2.25
	July	2.20
	August	2.12
	September	2.20
	October	2.13
	November	2.08
	December	2.02
1990	January	1.90
	February	1.88
	March	1.92
	April	1.92
	May	1.92
	June	1.88
	July	1.88
	August	1.83
	September	1.75

27. The various options for adjustment procedures that were presented in 1976, one of which suggested payment of emoluments 50 per cent in United States dollars and 50 per cent in guilders, were based on the assumption that, on average, members of the Court were spending six months a year in The Hague. The situation has changed since that time in two respects. First, the General Assembly introduced new provisions in its resolution 37/240 of 21 December 1982 regarding the possibility

for judges to establish residence in The Hague. In fact, 13 of the 15 judges now maintain a residence at The Hague. Second, the Court in recent years has been resorted to by States of all continents and more frequently than for decades. The marked increase in the number of cases on the docket of the Court has had various effects, among them, that judges spend more time at The Hague and in the preparation of cases while away from the Court. It was in this light that, in 1988, ACABQ considered protecting the totality of the emoluments of the Court through the mechanism of a currency floor/ceiling.

28. The General Assembly, on the recommendation of ICSC, has now phased out the currency floor/ceiling measure for staff in the Professional and higher categories. A similar decision is proposed for the members of the Court. The Secretary-General recommends that the existing system be replaced as at 1 January 1991 by a procedure whereby the emoluments would be adjusted using a PAI. Such an approach would offer strong advantages of administrative simplicity. The current system of a COL supplement would thus be discontinued as at 1 January 1991 and the APA indices would no longer be utilized. Future adjustments to the annual compensation would derive directly from the PAI, using 1 January 1991 as the base.

III. SPECIAL ALLOWANCES OF THE PRESIDENT AND OF THE VICE-PRESIDENT WHEN ACTING AS PRESIDENT AND REPRESENTATION ALLOWANCE

29. Article 32 of the Statute of the Court provides that the President shall receive a special annual allowance (para. 2) and that the Vice-President shall receive a special allowance for each day on which he acts as President (para. 3). As is the case with remuneration, these allowances "shall be fixed by the General Assembly" and "may not be decreased during the term of office" (para. 5). General Assembly resolution 31/204 provides that the allowances "shall be reviewed concurrently with the periodic review of their annual salary" (para. 3).

30. Until 1976, the special annual allowance of the President and the special allowance payable to the Vice-President for each day on which he acts as President had been increased by the same percentage and at the same time as the annual salary: it constituted a constant proportion (24 per cent) of the annual base salary. The Vice-President's daily allowance was subject to a maximum corresponding to 100 times the daily compensation. As at 1 January 1976, the General Assembly introduced a system of remuneration comprising an annual base salary and a COL supplement. Given that the allowances are not subject to the COL adjustment, there is no longer a direct relationship between increases in total emoluments of members of the Court and the allowances payable to the President and the Vice-President when acting as President. The Assembly, by its resolution 31/204, established the amount of the allowance at $12,200 a year (24 per cent of $50,000) with effect from 1 January 1977, but henceforth the amount of the allowance dropped as a proportion of total emoluments because it was not subject to the new interim adjustment procedure.

31. On the occasion of the 1980 periodic review, no increase in the allowance was proposed, although annual base salary rose by 40 per cent. From 1981 to 1985 the allowance represented 17.4 per cent of the annual base salary and 14.6 per cent of the adjusted emoluments, including the COL supplement ($82,000). In 1983, the Secretary-General suggested that the 24 per cent relationship between the special allowance and the annual base salary be restored (A/C.5/38/27), thereby raising the allowance from $12,200 to $16,800 as at 1 January 1985. It was also proposed that the special allowance of the Vice-President be increased by a corresponding amount, from $76 to $104 a day.

32. ACABQ, however, felt that such a fixed ratio between the special allowance and the annual base salary should not be applied, but that the allowance should be fixed at a certain amount not subject to automatic adjustment, given that new system of remuneration included a COL supplement. The Advisory Committee recommended that the special annual allowance of the President be set at $15,000 as at 1 January 1985, with a corresponding increase to $94 a day and a maximum of $9,400 a year for the special daily allowance of the Vice-President when acting as President.

33. The Secretary-General concurred with the Advisory Committee's recommendation. In the case of the Vice-President's allowance, the Secretary-General felt that the maximum (equivalent to 100 days) should not be a legal bar to seeking a further allotment in a situation where the Vice-President, through the death or incapacity

of the President, must act as President for more than 100 days in any calendar year.

34. Since 1985, no change has occurred in the special annual allowance of the President, nor in the special allowance payable to the Vice-President when acting as President. The Secretary-General is of the view that it would now be appropriate, in the light of movements in annual base salary and taking into account the cost of living at The Hague, to increase the former to $20,000 per year and the latter to $115 a day ($11,500 maximum). In the same context, the Secretary-General notes that members of the Court have up to the present time received no allowance for representational or other purposes, unlike their senior colleagues in the secretariats of the organizations of the United Nations common system. Accordingly, he recommends the establishment of such an allowance for the members of the Court, other than the President, effective 1 January 1991, at a level commensurate with the amount of the representation allowance for Under-Secretaries-General, i.e., $4,000 per year. Should the representation allowance for the latter category of staff be increased, the allowance applicable to the members of the Court should be increased by the same amount.

IV. HOUSING ALLOWANCE

35. With regard to the question of a housing allowance applicable to the members of the Court, it is recalled that ICSC, at its thirty-second session, in the context of its comprehensive review of conditions of service of staff in the Professional and higher categories, decided to recommend special provisions relating to the rental subsidy system for Assistant Secretaries-General and Under-Secretaries-General and equivalent level officials. The maximum amount of rental subsidy paid to these officials will equal 75 per cent of the threshold for the individual official concerned. Should the General Assembly endorse these provisions at its current session, the Secretary-General recommends that the same provisions be extended to the members of the Court, contingent on their establishing residence at The Hague.

V. COMPENSATION OF AD HOC JUDGES

36. Under Article 31 of the Statute of the Court, persons whom parties to cases before the Court choose "to take part in the decision on terms of complete equality with their colleagues", i.e. members of the Court (para. 6) are known as ad hoc judges. Further to Article 32, para. 4, of the Statute, they "shall receive compensation for each day on which they exercise their functions". The historical background to the determination of the amount of that compensation was presented in the report of the Secretary-General to the General Assembly at its fortieth session (A/C.5/40/32, paras. 35-41).

37. The General Assembly, in its resolution 40/257 A of 18 December 1985, decided that, with effect from 1 January 1986, the ad hoc judges should receive for each day they exercise their functions, one three-hundred-and-sixty-fifth of the sum of the annual base salary and interim COL supplement payable at the time to a member

of the Court. The Secretary-General is of the view that no change needs to be made in these arrangements.

VI. COSTS OF EDUCATING CHILDREN

38. In his report to the General Assembly at its thirty-eighth session (A/C.5/38/27, paras. 82 and 83), the Secretary-General suggested that the President and members of the Court who had taken up residence in The Hague be reimbursed for the actual cost of educating their children in respect of each child up to the award of the first recognized degree. The amount of the reimbursement per child per school year was proposed to be subject to a ceiling of $4,500, the equivalent of the limit applicable to staff in the Professional and higher categories at that time (75 per cent of $6,000).

39. The General Assembly, in its resolution 43/226 of 21 December 1988, decided to increase the education grant for staff in the Professional and higher categories, up to a maximum per child per school year of $6,750 (75 per cent of $9,000). For disabled children, the grant was increased to $9,000. In the light of this decision, the Secretary-General suggests that the amount of the reimbursement for costs of education applicable to members of the Court be increased in line with General Assembly resolution 43/226, subject to the same ceiling (i.e., $6,750), and extending the provisions regarding disabled children to members of the Court. The Secretary-General also suggests that provision continue to be made for one return journey per year from the place of scholastic attendance when outside the Netherlands to The Hague. These proposals would continue to be applicable only to those members of the Court who have taken up residence at The Hague.

40. The Secretary-General notes that ICSC now reviews the level of the education grant every two years. Such a review is taking place in 1990. Any increase decided by the General Assembly in the level of the grant or changes in the provisions regarding disabled children should be extended to members of the Court.

VII. RELOCATION ALLOWANCE ON COMPLETION OF SERVICE

41. In his report to the General Assembly at its thirty-eighth session (A/C.5/38/27, para. 83), the Secretary-General suggested that upon the completion of their appointment to the Court, the judges who had established their residence at The Hague would undoubtedly incur additional expenses upon their resettlement in a new location after an extended period of having their residence at The Hague. The Secretary-General therefore suggested that, upon provision of evidence of relocation outside the Netherlands, the members of the Court who had taken up residence at The Hague might receive a lump-sum payment, the amount of which would be expressed in numbers of weeks of base salary and would vary according to the number of years of service at the Court. In this respect, the Secretary-General suggested a schedule of payment.

42. In its report, 4/ ACABQ agreed in principle that those judges who had maintained a bona fide residence at The Hague for an extended period during service

with the Court should be paid a lump sum upon the completion of their appointment with the Court and their resettlement outside of the Netherlands. The Committee believed that the term "extended period" should be taken to mean at least five continuous years and that, while the actual amount paid should vary according to the number of years served while maintaining continuous residence at The Hague, the schedule of payments should be simpler than that suggested by the Secretary-General.

43. Accordingly, the Advisory Committee recommended 5/ and the General Assembly approved in paragraph 2 of its resolution 40/257 C of 18 December 1985 that those judges who had maintained a bona fide residence at The Hague for at least five continuous years during service with the Court should receive a lump-sum equivalent to 18 weeks of annual net base salary upon completion of their appointment and resettlement outside the Netherlands, and that those judges who had completed nine continuous years or more of eligibility should receive the equivalent of 24 weeks of annual net base salary upon completion of service and relocation outside the Netherlands. The Secretary-General is of the view that no change needs to be made in these arrangements.

VIII. COMPENSATION FOR SURVIVORS IN THE EVENT OF DEATH

44. In his report to the General Assembly at its thirty-eighth session, the Secretary-General proposed that some compensation be provided to the survivors in the event of the death of a member of the Court (A/C.5/38/27, para. 84). Consequently, it was suggested that such compensation be in the form of a lump-sum payment equivalent to one month of base salary for each year of service, subject to a minimum of three months and a maximum of nine months. This would apply in the case of all the members of the Court.

45. The Advisory Committee recommended approval 4/ and the General Assembly concurred in paragraph 3 of its resolution 40/257 C, that a death benefit scheme for the members of the Court be established along these lines. The Secretary-General is of the view that no change needs to be made in these arrangements.

IX. PENSIONS

46. Members of the Court are entitled to retirement pensions, in accordance with Article 32, paragraph 7, of the Statute of the Court, the specific conditions of which are governed by regulations adopted by the General Assembly. 6/ The pensions are non-contributory and constitute half of the annual salary to a retired judge who has completed a full term (nine years), with a proportional reduction for a judge who has not completed a full term. A judge who is re-elected also receives one six hundredth of his annual salary for each further month of service, up to a maximum pension of two thirds of his annual salary.

47. In its resolution 38/239, the General Assembly reduced the minimum period of qualifying service from five to three years and the age after which a pension might

be paid from 65 to 60. The Assembly defined annual salary for pension purposes as "annual base salary", i.e., excluding allowances and the COL supplement (see article V, para. 2, of the Pension Regulations of the Court). Article VII, paragraph 2, of the Regulations provides that pensions in payment shall be automatically revised by the same percentage and at the same date as pension entitlements. Accordingly, decisions on the pensions of members of the Court affect the situation both of the serving judges and their predecessors who are now receiving a pension.

48. In its resolution 31/204, the General Assembly decided that the amount of the retirement pension should be reviewed at the time of the periodic review of salary of members of the Court and that the interim adjustment procedure applicable to the salaries should not apply to pensions. As a result of the latter decision, pensions remain static in dollar terms between periodic reviews of emoluments, increasing only when salary is increased outright or when part or all of the COL supplement is consolidated into salary. In 1981, for example, base salary increased from $50,000 to $70,000, with the consolidation of part of the COL supplement, and the pension entitlement of the judges elected to serve nine years increased from $25,000 to $35,000. At the time of the 1985 periodic review, by General Assembly resolution 40/257 B, base salary was increased from $70,000 to $82,000: the pension entitlement of the judges elected to serve nine years increased from $35,000 to $41,000 a year (a 17.1 per cent increase). It has since remained at that level.

49. As a result of General Assembly resolution 40/257 B, the amount of a normal full pension became the equivalent of approximately 48 per cent of the total remuneration of a serving judge. Because pensions are not adjusted for cost of living as are salaries, a judge retiring in 1990 receives the same amount of pension as a former colleague who retired in 1986. Irrespective of any COL changes in his place of retirement, the pension of the latter has been unadjusted over the past four years.

50. Should the recommendations regarding an increase in base salary contained in paragraph 20 of the present report be adopted (i.e. an increase from $82,000 to $106,500), the pension entitlement of the judges elected to serve nine years would increase from $41,000 to $53,250 a year (a 29.9 per cent increase). It is for pension reasons also that the Secretary-General suggests that it would be appropriate to change the proportions of the components of total compensation so as to increase the annual base salary, along with the elimination of the COL supplement. This would result in an increase in the pension benefit of former members of the Court and/or their beneficiaries, as well as in the prospective benefit of serving judges.

51. In connection with the aforementioned, the Secretary-General notes that as pensions do not keep pace in proportional terms with the total annual compensation of the members of the Court, a judge retiring shortly after a periodic review is at a relative advantage compared with a colleague retiring shortly before a subsequent review.

X. FINANCIAL IMPLICATIONS

52. In summary, should the General Assembly approve the proposals contained in paragraphs 20, 21, 28, 34, 35, 37, 39, 43, 45 and 50 above, the financial implications of the changes proposed in the compensation and conditions of service of the members of the Court are estimated at $1,065,100 for the year 1991, as follows:

Table 5

Financial implications

		$US
1.	Emoluments	
	(a) Increase in base salary by consolidation of COL (offset by corresponding decrease in COL) (offset by elimination of COL) - paragraph 20	-
	(b) Further increase in base salary - paragraph 20	71 250
	(c) Introduction of post adjustment amount per index point of $532.50 - paragraph 21	577 500
2.	President's and Vice-President's special allowance - paragraph 34	7 100
3.	Representation allowance - paragraph 34	56 000
4.	Housing/rental subsidy - paragraph 35	30 000
5.	Increase in emoluments of *ad hoc* judges - paragraph 37	54 000
6.	Education grant increase - paragraph 39	11 250
7.	Relocation of judges (extra costs) - paragraph 43	a/
8.	Compensation for survivors (extra costs) - paragraph 45	b/
9.	Pensions - paragraph 50	258 000
	Total	1 065 100

a/ The financial implication of this proposal is unknown at this time since it is contingent upon the relocation of some of the judges whose terms of office will expire on 6 February 1991.

b/ No financial implication of this proposal is estimated at this time.

53. As indicated in paragraph 52 above, should the proposals of the Secretary-General be approved, the additional requirements for implementation would be $1,065,100. The requirements of $54,000 for the emoluments of ad hoc judges fall under the provisions of paragraph 1 (b) (i) of General Assembly resolution 44/203 on unforeseen and extraordinary expenses for the biennium 1990/1991 and in accordance with existing rules, the necessary appropriation in that regard will be requested in the context of the first performance report.

54. In respect of the balance of requirements, i.e. $1,011,100, under the new budget process established by the General Assembly in its resolution 41/213 of 19 December 1986, additional expenditures proposed over and above those in the proposed programme budget should be accommodated within the contingency fund, set at $15 million for the biennium 1990-1991 by General Assembly resolution 43/214 of 21 December 1988. Paragraph 11 of annex I to resolution 41/213, however, provides, inter alia, that revised estimates "arising from the impact of extraordinary expenses, including those relating to the maintenance of peace and security, as well as fluctuations in rates of exchange and inflation, shall not be covered by the contingency fund and shall continue to be treated in accordance with established procedures and under the relevant provisions of the Financial Regulations and Rules". It is the Secretary-General's view that, should the Assembly approve the proposals contained in the present report, the balance of the additional requirements that would arise ($1,011,100) clearly relate to inflation and should thus be treated outside the procedure related to the contingency fund.

XI. NEXT COMPREHENSIVE REVIEW

55. In accordance with the decisions taken by the General Assembly in paragraphs 1 and 3 of resolution 31/204 in respect of the periodic review of the annual base salary, allowances and pensions of the members of the Court, the next comprehensive review by the Assembly will be undertaken at its fiftieth session in 1995.

Notes

1/ See A/C.5/35/33, A/C.5/38/27 and A/C.5/40/32 and resolutions 35/220 of 17 December 1980, 38/239 of 20 December 1983 and 40/257 of 18 December 1985 respectively.

2/ The simple arithmetic average of post adjustment classifications in 51 locations around the world and at The Hague, known as the APA index (derived from the former weighted average of post adjustment (WAPA) index).

3/ Official Records of the General Assembly, Forty-third Session, Supplement No. 7 (A/43/7 and Add.1-13), document A/43/7/Add.6.

4/ Ibid., Thirty-ninth Session, Supplement No. 7 (A/39/7 and Add.1-16), document A/39/7/Add.1, para. 19.

5/ Ibid., Fortieth Session, Supplement No. 7A (A/40/7/Add.1-18), document A/40/7/Add.10.

Notes (continued)

6/ See General Assembly resolutions 1562 (XV) of 18 December 1960, 1925 (XVIII) of 11 December 1963, 2367 (XXII) of 19 December 1967, 2890 A (XXVI) of 22 December 1971, 3193 A (XXVIII) of 18 December 1973, 3537 A (XXX) of 17 December 1975, 38/239 of 20 December 1983 and 40/257 B of 18 December 1985.